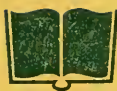


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Selective Service NEWS

Selective Service Headquarters Reorganization Complete

Reorganization of Selective Service National Headquarters, following plans drawn up seven months ago when Dr. Curtis W. Tarr was named Director, is complete.

The new organizational format reduces the numbers of Divisions reporting directly to the Director and places added responsibility in the hands of Assistant Deputy Directors and a six-man management team.

Dr. Tarr had solicited suggestions for the improvement of the Selective Service organization even prior to his being sworn in. A special committee headed by then Acting Deputy Director Byron V. Pepitone reviewed the recommendations and from these recommendations came the master plan which was approved by Dr. Tarr on May 11.

Team Concept

The plan established the management team concept consisting of the Deputy Director, the Assistant Deputy Director for Operations, the Assistant Deputy Director for Administration, the Public Information Officer, the General Counsel and the Legislation and Liaison Officer.

While these men head units which have diverse tasks, they also act together in an advisory capacity to the Director, a function somewhat similar to the Cabinet function in the White House administration. (Who this management team is and what their functions are, are included elsewhere in this issue.)

The new management plan allows Dr. Tarr time to establish close liaison with state directors and local boards and he has completed travel in almost every state, surveying firsthand the operations of each state system. He has also been able to complete a fact-finding tour of Korea and Vietnam last month.

Who's Who at National Headquarters

Colonel Maxwell O. Jensen heads the Operations Division. He has been with Selective Service since 1957 and has headed the Operations Division since May, 1970.

A Marine veteran of World War II, Colonel Jensen has worked as a newspaper reporter and editor prior to his service with Selective Service. Under his direct control are the Operational Programs Branch, the Conscientious Objector Work Program Branch and Case and Inquiry Branch.

Colonel David C. Rogers was appointed Chief of the Plans and Analysis Division in August, 1970. Prior to his appointment, he has worked for the Lockheed Aircraft Corporation and, for the past three years, as manager of the Nuclear Facilities Service Department of Lockheed. A graduate of Clemson College and the Atlanta Law School, Colonel Rogers is responsible for the planning and operation of contingency programs, the Standby Reserve, and for evaluating the effectiveness of current and proposed operational policies. Branches under the Division include the Plans and the Research Branches.

William P. Averill has served with Selective Service since 1940 and was named Chief of the Inspection Services Division in May, 1970. During his career with Selective Service, Mr. Averill has held a number of state and national positions. The Inspection Services Division is responsible for the development and application of a program to assist the Director in supervising uniform operations throughout the System.

Captain Donald Ernest Russell, USN, assumes duties as Comptroller at National Headquarters Selective Service on January 1, 1971 after serving five years and six months as a Service Field Officer in the Inspections Division.

He was assigned to the Selective Service Reserve Training Program in October, 1957 and called to active duty in 1964 and assigned as a regional officer. As Comptroller, Captain Russell is responsible for the preparation of budget estimates, for supervision of budget disbursement functions and liaison with the Bureau of the Budget. There are two branch functions under the Comptroller Division, the Budget Branch and the Procurement and Fiscal Branch.

Colonel Emanuel M. Kline has served on active duty at Selective Service Headquarters since 1967 and was named chief of the Administrative Division in August, 1970. From 1959 to 1967, Colonel Kline was general manager of a supply firm. In his present position, he is charged with forms management programs for the entire System, printing functions, the design and operation of a record maintenance system, mail processing and general housekeeping functions of the Headquarters. Forms Management, Files and Records, Mail Distribution and Headquarters Support are Branches under his direct supervision.

Conley D. Payne is acting personnel administrator for the Selective Service Headquarters's Manpower Administration Division, the former Personnel and Training Division. Mr. Payne has been a personnel management specialist at Selective Service since 1948 and formerly was employed by the Department of Labor and served in the Navy in World War II. The Division is responsible for all personnel and planning actions regarding military personnel on active duty with Selective Service, training of reserve officers, provides for assistance in training National Guard sections, for civilian personnel programs and the training of civilian employees of the National Headquarters.

**FOR CLOSE-UP ON SELECTIVE SERVICE
MANAGEMENT TEAM SEE INSIDE ▴**

Reflections on a Visit to Southeast Asia

As I visited military units last month in Asia, talking with the young men we have committed to service in Vietnam, Korea, Thailand and the Philippines, the thought kept recurring to me that these men have the same hopes and concerns of young men I talked to in my years as a college president.

The things we talked about—family problems, race problems, better jobs, more pay, life itself—reminded me of another time and another place, and these discussions were of the same perplexing problems which bother all young men—whether still in school, in the Armed Services, or working at a civilian job.

I travelled to Asia to understand more fully the feelings of our young men there so that I would be better prepared to discuss the future of Selective Service with Congress later this year. Prior to my trip, I was convinced that America's youth will not enlist in sufficient numbers in an all-volunteer Army while we still have combat units engaged in a day-to-day shooting war, and what I learned buttressed this conviction in Asia. Hopefully, our troops will be withdrawn from ground combat roles in the near future.

Today, as I reflect on what I have seen and heard, I am strongly convinced that Selective Service must be maintained as a standby operation when the all-volunteer Army becomes a reality. Even with a continuing peace time all-volunteer force, I believe our Nation must have the machinery to provide the necessary manpower for our fighting units, should those needs ever be realized again.

In informal discussions with the men in the forward fighting units, I was not only impressed with the concern they express for the problems of the immediate, but I was also impressed with discussions we had concerning the direction our country is moving, how our people are aspiring, the values we hold, the tasks we should undertake.

Solving the race problem is an example and I am sure that the expressions of this friction in the armed forces are an extension of difficulties in our society at large. When solutions to these problems are achieved in our society, the military problems will be reduced as well.

The morale of the men was discussed at great length and I was impressed with the spirit of most units. However, I am afraid



Dr. Curtis W. Tarr

that as this war winds down and as we direct our focus increasingly away from the struggle in Southeast Asia, the morale of our men will decline. I believe this is only natural; we saw this in Europe after VE Day in World War II. But I am concerned because as a unit's morale declines, so does its capability to react adequately, and this presents an added peril to our men there.

Other active discussions involved the

immediate efforts of the services to redesign and reevaluate long-standing traditions and to bring regulations in line with the temper of our times. Apparently Admiral Zumwalt's Z-grams are discussed as closely in Vietnam as they are in Washington.

I met more married men than I thought I would, and their discussions concerned their unique problems of low pay, long separation, and inadequate housing. I am hopeful that Secretary Laird's efforts for improvement in these areas will be successful.

Express Frustration

Many of my chats were with recent college graduates. Most of them expressed frustrations about not working to their full potential nor being challenged in their assignments. These talks reinforced my belief that II-S undergraduate deferments should be eliminated so that the hundreds of necessary but boring tasks which must be performed to support our fighting units are performed by active, young men who are meeting their military commitments prior to the years during which they pursue a college education.

Four New State Directors Are Named

New state directors have been named for Virginia, Montana, Texas and Illinois.

Nominated by governors in their states and appointed by Dr. Curtis W. Tarr, Selective Service Director, acting for the President, are Ernest D. Fears, Virginia; John J. Womack, Montana; Melvin N. Glantz, Texas; and Dean O. Sweet, Illinois.

Mr. Fears is the first Negro to be appointed to a state director post within the Continental limits of the United States. He formerly was Director of Athletics and an Assistant Professor and basketball coach at Norfolk State College, Norfolk, Va.

Col. Womack has been the National Headquarters' representative for the West Coast region since February and is a former Superintendent of Schools in Dillon, Montana. In addition to his duties as Selective Service Director in Montana, he is also to serve as that state's Adjutant General.

Colonel Glantz, 54, has served since October, 1962 as National Selective Service Headquarters' representative for Texas and the Southwest. He is a native of Sherman, Okla.

Mr. Sweet, an Army veteran serving in both World War II and Korea, has been Director of the Township Officials Association of Illinois since 1965. He lives in Springfield, Ill.

Headquarters

Continued from page 1

New Plan

Under the new organization, operations functions, plans and analysis and the inspection services are placed under the direct supervision of the Assistant Deputy Director for Operations, Mr. Daniel Cronin.

Similarly, the functions of comptroller, manpower administration, (formerly personnel and training) and the headquarters administrative function and support are under the supervision of the Assistant Deputy for Administration, Mr. John Dewhurst.

These two deputy assistants, the Public Information Officer, Mr. Kenneth Coffey, the General Counsel, Mr. Walter Morse, and the Legislation and Liaison Officer, Mr. Samuel Shaw, along with the Deputy Director, Mr. Byron V. Pepitone, make up the management team which reports directly to the Director.

State headquarters staffs and the 4,102 local boards and the 110 appeal boards continue to operate under directional controls established by Selective Service regulations, but receive advisory direction from the National Headquarters through the function of the Inspections Service Branch which acts as the Director's watchdog on policy interpretation.

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Daniel J. Cronin
Asst. Deputy Director
Operations

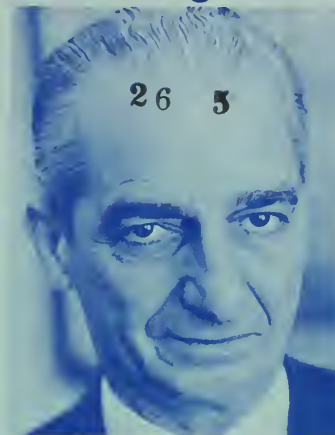
Daniel J. Cronin, Assistant Deputy Director for Operations was named to that post in October 1970. A former delegate to the Maryland House of Delegates, Mr. Cronin has overall supervision of the operations and policies affecting the registration and induction of young men under Selective Service law.

A former Army sergeant, Mr. Cronin, 37, served as a member of the Maryland House of Delegate Ways and Means Committee and the subcommittee on Transportation and Airports. His term of office expired in October 1970 when he became associated with the Selective Service.

In 1968, Mr. Cronin served as executive director of the Agnew National Committee.

Native of Worcester, Mass., Mr. Cronin graduated from Junior College in that city and attended Boston University prior to service in the Army from 1953 to 1956. Assignments included a tour with the Army Security Agency at the White House.

Mr. Cronin formerly served as president of his own insurance agency in Washington prior to accepting his position at Selective Service and is a member of the board of advisors of the Mater Dei School, Potomac, Maryland, Bethesda YMCA board of management and the D. C. Insurance Agents Association. He and his wife, the former Hope Ward, have four daughters and live in Bethesda, Maryland.



Byron V. Pepitone
Deputy Director

Byron V. Pepitone, Deputy Director of Selective Service, became acting Deputy Director in April, 1970 and was named permanent Deputy Director in August.

Prior to retirement from the United States Air Force as a colonel in August after 31 years service, he served as executive officer in the office of the Assistant Secretary of the Air Force for Reserve and Manpower Affairs.

As Deputy Director, Mr. Pepitone acts with the authority of and for the Director on all matters involving operations of the System unless specifically prohibited by law. He assumes the functions of the Director during the Director's absence and at all times is responsible for the general supervision of the functions of the National Headquarters.

Born in New Brunswick, New Jersey, Mr. Pepitone is a graduate of the Army Command and General Staff College, Air Command and Staff School, Air University and the NATO Defense College. He served in the Eighth Air Force in Europe during World War II and with Air University, SHAPE, Headquarters US Air Force and the Air Force Communications Service.

He and his wife, the former Marolynn M. Mills, have two sons.

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John D. Dewhurst
Asst. Deputy Director
Administration

John D. Dewhurst, Assistant Deputy Director for Administration, assumed that post in September 1971, following an extensive career in industry. He was co-founder and president of the Arrow Tool Co., Inc., a tool, die and precision machining firm, of Wethersfield, Conn., from 1942 until it was sold in 1969.

Mr. Dewhurst, besides extensive experience as a businessman, has been active in apprenticeship, vocational and management training programs. He has served as consultant to the U. S. Department of Labor, HEW and other agencies and committees involved in management and labor areas.

He is editor of the "Training Handbook for Apprentices and Tool Room Machinists," has held a number of professional association posts and is a past president of the National Tool, Die and Precision Machining Association.

Born in Methuen, Mass., Mr. Dewhurst studied mechanical engineering at Hillyer College and served in the Navy as an aviation electronic technician from 1943 to 1945.

Under Mr. Dewhurst's direction, his firm grew from a two man operation making special carbide tools to a corporation of 175 employees.

As Assistant Deputy Director for Administration, Mr. Dewhurst is charged with supervising the combined activities of the controller, assures that personnel functions are performed in accordance with government regulations and the policies of the Director, and that adequate administrative support is given to the Selective Service mission.



Samuel R. Shaw **Legislation, Liaison**

Samuel R. Shaw has served Selective Service as chief of the Legislation and Liaison office since April, 1967. A graduate of the U. S. Naval Academy, Mr. Shaw rose in the ranks of the Marine Corps from private to brigadier general. He initially retired from the service in 1962.

Prior to his appointment, Mr. Shaw served on the professional staff of the Senate Preparedness Investigating Subcommittee. He has also been a high school teacher and farmer in Crossville, Tennessee.

In his role as Legislation and Liaison chief, Mr. Shaw is charged with keeping the director informed of legislative matters relating to Selective Service, prepares proposed legislation, studies pending legislation and related matters, prepares reports, handles correspondence from members of Congress and coordinates data for the director's semi-annual report to Congress.

Mr. Shaw served as an enlisted man in the Marines from 1928-30 and entered the Naval Academy where he was commissioned in 1934. He was promoted to general in November, 1957.

Following his retirement in 1962, Mr. Shaw was recalled to active duty to serve on the Senate Preparedness Investigating Subcommittee in October, 1962. He was returned to retired status in January, 1964.

He joined the Senate committee after serving as a school teacher and continued with the committee until his appointment to the Selective Service in 1967.



Kenneth J. Coffey **Public Information Officer**

Kenneth J. Coffey was named Public Information Officer in April, 1970 and has previously served with the United States Information Agency and the Peace Corps.

Mr. Coffey has more than 10 years civilian experience with the Federal Government in public affairs and communications. He was one of the first public affairs officials to join the Peace Corps Headquarters shortly after the program was initiated in 1961. He was instrumental in establishing the public information and recruiting programs which made a major contribution to the success of the Peace Corps program.

A former administrative assistant and press aide to a Member of Congress, Mr. Coffey has also worked as a reporter-editor for the "Milwaukee Journal." He is a graduate of Northwestern's School of Journalism and has served four years active duty as a Marine officer. Mr. Coffey lives in Bethesda with his wife and daughter.



Walter H. Morse **General Counsel**

Walter H. Morse is the newest member of the Selective Service management team. He assumes the post as General Counsel in January, 1971.

Mr. Morse has served in the General Counsel offices of the Department of Agriculture and the Department of Defense since 1950. Prior to his appointment as Selective Service he was serving as Counselor for the Defense Communications Agency, an agency for the Department of Defense.

Mr. Morse is a graduate of Princeton University and received his law degree from George Washington University in 1952. He has served on active duty in the Navy from 1942-46, and on reserve status from 1955-69. He is retired with the rank of Captain.

Duties of the General Counsel are to assure that activities of Selective Service are consistent with the law. As General Counsel Mr. Morse is responsible for preparation of new regulations, Local Board Memoranda and other documents to see that they comply with existing Selective Service regulations. He also assists in the preparation of cases for legal process.

Mr. Morse and his wife, the former Elvira Rose Whitehead and their four daughters live in Falls Church, Va.

26 Million Records Destroyed at Headquarters

Records for 26 million overage registrants are being destroyed in an effort to avoid, what Dr. Curtis W. Tarr has called "the slow strangulation of Selective Service on bureaucratic papers and records."

Permission has been obtained from the Archivist to destroy the records for registrants over the age of 35 and those of registrants over the age of 26 who have completed

their military obligation, have hardship or dependency deferments, are sole surviving sons, have been classified as unsuitable for military service or have reached age 26 without having received a deferment or an induction order.

Files for those men over age 26 who have had occupational and student deferments will be maintained until their 35th birthday.



Selective Service NEWS



Michigan Youth Advisory Committee Members have made a hit at national and regional conferences with their white sport jackets and especially designed insignia patches. Demonstrating their jackets and patches are (left) Gary C. Haynes, a young farmer from Lansing, and Miss Mary Anne O'Brien, Michigan State University senior, living in East Lansing. All members of the Michigan Youth Advisory Committee have been outfitted in white sport jackets with funds raised by the Committee through dues and contributions.

Michigan Youth Group Develops Active Program; Designs YAC Blazers

Michigan Selective Service Youth Advisory Committee members have carried on an aggressive program of on-the-job training, development of an active high school information program, weekly committee meetings, and participation in national and regional conferences since the committee was organized early in 1969.

Recently all members of the committee obtained distinctive white blazers with an

especially designed Michigan Youth Advisory Committee patch symbolizing the Wolverine State. Current chairman of the committee is Jon G. Bogle, an apprentice trainee in the Lansing area. Miss Mary Anne O'Brien, Michigan State University senior, is secretary. Other members of the committee include Miss Debra P. Anderson, a student at the University of Michigan; Miss

continued on page 4.

Regional Service Centers Seek Selective Service Employees

Four Regional Service Centers are in operation and two more will be in business soon, providing administrative and logistic support to beleaguered state headquarters staffs and local board employees.

Operations involving fiscal and personnel administrative tasks are underway by Center personnel located in Ft. Worth, Atlanta, San Francisco, and Denver. Soon to be functioning will be Centers located in Chicago and Philadelphia.

When the Centers are fully manned they will have a total of 175 employees, according to Selective Service Assistant Deputy Director for Administration, John Dewhurst. Many of the Center personnel are still being sought from state headquarters' staffs and other Selective Service locations. According to Mr. Dewhurst, the new jobs at the Service Centers generally would represent an opportunity for persons wishing to advance within Selective Service. Positions are available from GS-3 through GS-12, Mr. Dewhurst said.

Personnel are being recruited now for openings in Chicago and Philadelphia.

Service Centers will process all payroll, personnel actions, attendance reports and fiscal operations which were normally being handled at individual state headquarters. Each Center will be performing administrative support for a number of states and, according to Mr. Dewhurst, state headquarters staffs will be reduced in certain job areas which overlap the Center operations. Mr. Dewhurst said this would probably represent a reduction-in-force for many of the state headquarters staffs beginning in January. He said, however, that those persons who may be affected by the reduction would be eligible, perhaps, to accept jobs at the Centers.

continued on page 4.

From The Director . . .

A Year With The Lottery



The Selective Service System has completed its first year with the random-selection, the youngest-first method of selecting men for induction into the armed forces of the United States. As in any period of transition, we have encountered a variety of problems. Many have been resolved; others still require legislative or administrative action. But we can assert without qualification that this new lottery system is not only effective in calling the manpower vital for our national security but it also is more equitable than the system it replaced.

In 1969, when President Nixon requested authority from the Congress to inaugurate random selection, Selective Service called the oldest men first. Enormous numbers of our young men thereby had been forced into an agonizing, seven-year vigil, always wondering whether their local draft boards would order them for induction. The new system was designed to reduce this period of uncertainty and to assure that the armed forces would receive the youngest men who are best fitted for an introduction to military life. The accomplishments of this new system are significant.

Complete Exposure

On December 31, 1970, at least 731,749 young men completed their period of primary exposure to the draft and were automatically placed in a second priority selection group. These young men were in Classes 1-A, 1-A-O or 1-O during 1970 and because they had received high lottery numbers in our first drawing, they were not called during the year. They will not be called in the future unless there is a major

mobilization. For these young men, for their families, and for those associated with them, the long period of uncertainty about the draft has been reduced from seven years to approximately one year.

During 1970, the Department of Defense asked Selective Service to provide 163,500 men for duty in the armed forces. During the early months of the year, as we shifted to the random selection system, we experienced some difficulties in meeting these calls. By the end of April, 1970, we had accumulated a total shortfall of 14,553 men. In the succeeding months, the system became increasingly efficient, and by year's end, we had delivered at least 163,059—only 441 men short. The final audited figure probably will show a further reduction in that shortage. Thus this new system was over 99% effective during its initial year in meeting the manpower requirements of the nation's defenses.

In the early months of 1970, skeptics asserted that men with random sequence numbers ranging in the high 300's would be called. By year's end, no one in the country with a number higher than 195 had been called for induction. In many states, boards did not reach as high as 195.

Reports In

All the statistics, all the reports from state directors, and almost all the comments we have received at national headquarters, indicate that this lottery is a welcome improvement in the draft. During my recent trip to Southeast Asia I talked to hundreds of enlisted men about the draft. Despite rather widespread disagreement on other policies,

everyone agreed that so long as the draft is needed, the lottery system is the fairest way to call men for induction.

Two more actions would improve still further the system of random selection. President Nixon, on April 23 of last year, asked Congress to grant him initiative to phase out deferments based upon education and to carry out a uniform national call. We have made significant improvement in the equity of our performance with random selection and phasing out deferments for occupation and paternity. But more needs to be done. We intend to seek the help of Congress to complete these changes.

OFFICIAL NOTICES

November 18, 1970—Local Board Memorandum No. 105, Subject: "Occupational, Student, Agricultural and Paternity Deferments, Postponements for Peace Corps Volunteers Preinduction Physical Examination," Amended: November 18, 1970.

November 18, 1970—Local Board Memorandum No. 99, Subject: "Procedures to Implement Random Selection Lottery System," Amended November 18, 1970.

December 4, 1970—Local Board Memorandum No. 118, Subject: "Persons Not Required To Be Registered," Issued: December 4, 1970.

December 24, 1970—Local Board Memorandum No. 119, Subject: "Executive Secretary of Local Boards," Issued: December 24, 1970.

January 7, 1971—Local Board Memorandum No. 93, Subject: "Furnishing Information to Regular and Reserve Components for Enlistment Purposes," Amended: January 7, 1971.

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Early '70 Shortfalls End in September, SSS Records Show

September was the "Big" month as far as Selective Service was concerned. In that month, the Service officially "went over the hump" as far as early 1970 shortfalls were concerned, records at National Headquarters indicate.

Shortfalls occurred during the first four months of 1970, totalling 14,553 against calls of 69,500 for the period.

Overfills occurred from May to September inclusive, totalling 14,800 against calls of 67,000. Therefore, by the end of September the deficiency was made up with about 250 to spare.

During the last three months of 1970, the calls totalled 27,000 and the inductions were approximately 26,300, giving a short fall of about 700 men.

Thus for the year, the calls were 163,500 with approximately 163,000 inductions or only 441 men short.

Minorities Increase Role As Members Of Local Boards

Membership on local boards has increased from 18,834 in December, 1969 to 19,022 at the end of last December, manpower personnel records at the National Headquarters show.

Much of the increase was due to the encouragement given to minority group members to take board positions. In December, 1969 there were 2,117 minority board members and one year later, surveys showed 2,430 minority board members.

Minority board members include Negroes, American Indians, Spanish Americans, Orientals and women. Most increases came from Negroes (177) and women (86).

American Indians increased by four, Spanish Americans by 40 and Orientals by six.

Total number of appeal board members serving in December, 1969 was 652 (54 in minority groups) and in January, 1971 the total number was increased to 659 with four of the seven new members representing minority groups.

Conscientious Objector Applications Did Not Increase Drastically In 1970

More COs or less in 1970?

National Headquarters officials were anxious to see what the Supreme Court decisions in 1970 and other factors did to the numbers of applications for conscientious objection during the year. Early study indicates that the CO trend is unchanged in large part from other years.

Figures show that the number of registrants classified in Class I-O gradually increased throughout the year. January, 1970 figures show 15,308, conscientious objector registrants and reports in November show 25,958, an increase in 11 months of 10,650. Total number of registrants in November, 1970 was 42,016,840.

In June, the Selective Service commenced a study of the number of registrants claiming conscientious objector and these figures show that in June 14,440 registrants filed claims. In November, 7,714 registrants filed for the classification. The December, 1970 tabulation was incomplete at deadline time.

Figures show an even trend in the same time period for applications approved. In June, 2,785 applications were approved and in November 2,822 applications received approval. In the five month period, 14,481 applications received board approvals.

Officials said the Welsh decision "did not result in a rush of registrants claiming conscientious objection for moral and ethical reasons."

The use of Local Board Memorandum No. 107, guidelines for conscientious objection issued shortly after the Supreme Court decision was cited by officials as a "great help in deciding CO claims."

As of January, 1971 there were 13,000 registrants assigned to conscientious objector work programs, embracing a wide range of activity from hospital, highway maintenance and welfare work. Records show that 500 conscientious objector registrants are working in overseas assignments in educational and humanitarian areas.

JET MAGAZINE January 14, 1971

Veteran Army Officer Dies Of Heart Attack



Col. J. Adams
major achievements of the Selective Service System: Virginia Gov. Linwood Holton's appointment of Ernest D. Fears Jr. as the state's first Black Selective Service director.

As a veteran of 30 years military service, Col. Adams realized the importance of the breakthrough. As an information officer

for the national service, Col. Adams felt that the news should be released from the White House in Washington, D. C., simultaneously with the Virginia governor's press conference in Richmond.

"This appointment is unprecedented," Col. Adams told newsmen. "It makes an old guy like myself feel that there is still hope in this country." Col. Adams worked untiringly to get the message of the appointment to the nation's press, Black and white. Several days later, Chicago-born Adams, 60, suffered a heart attack and died in his Washington, D. C. home. He is the first Black man to head a state-level Selective Service headquarters (Virgin Islands), 1948 to 1950.

Schools Examining Curriculum Guide; Brochures Readied

Sixty percent of the country's high school principals and school district superintendents are examining the new Selective Service curriculum guide for use in their schools and classes.

The 85-page document was mailed in January to the school officials as well as board chairmen and state directors. The curriculum is already in its second printing at the Government Printing Office in Washington due to the demand from the school officials.

One of the nation's largest public school districts, New York City, has adopted the curriculum for use in all of its 93 public high schools. According to Henry J. Brun, the board of education's Selective Service coordinator, about half of New York City's high schools will introduce the curricular material as an elective and the remainder will make it part of an existing course.

Following the initial distribution of the curriculum in January, followup mailings to the schools will consist of "packages" of material which include recently-written brochures to be used as study aids for instructors. The new brochures cover such subjects as registration, classification, induction, conscientious objection, the lottery and hardship deferments.

Copies of similar brochures will be made available to each local board as soon as copies are delivered from the Government Printing Office.

Gen. Wall Dies

Brig. Gen. Harold C. Wall, state director of Florida, died December 3. General Wall who lived in St. Augustine, Fla. has been associated with Selective Service since 1940 and had been state director since 1952.

Mrs. Wall lives at 306 Arrendondo Ave., St. Augustine, Fla. 32084.

Regional Service Centers ...

Continued from page 1.

Personnel interested in jobs at the Service Centers are urged to study job vacancy notices forthcoming from the Office of Manpower Administration at National Headquarters.

Michigan Youth Group

Continued from page 1.

Deborah Bridges, Lansing Community College; Gary C. Haynes, a farmer; Kevin McNeil, high school student; Jerry W. Scates, apprentice trainee; and Richard A. Surato, Michigan State University graduate.

Members of the Michigan Youth Advisory Committee met with the President in California in June 1969. Other members of the committee have toured the facilities of the Detroit Armed Forces Examining and Entrance Station and the training facilities at Fort Knox, Kentucky. Committee members have also participated in two national conferences and the New York regional conference.

Other activities of the committee include the development of a questionnaire to sound

out high school youth attitudes on the draft and special reports on problems presented by State and National Headquarters.

Currently members of the committee have prepared a slide presentation and an information pamphlet for presentation to high school youth. A series of meetings have been scheduled before central Michigan high school groups.

Members of the committee have been enthusiastic about their opportunities to explore the ramifications of Selective Service and feel that many of their suggestions have led to modification of Selective Service procedures. They are now looking for additional ways in which they can promote wider youth information programs to promote better understanding of the Selective Service obligation.

Classification Picture

CLASS

Total Current Registrants	22,168,782
I-A and I-A-O	2,595,568
Single or Married after August 26, 1965	
Examined and qualified	327,982
Not examined	540,849
Induction or examination postponed	10,944
Ordered for induction or examination	142,917
Pending reclassification	86,865
Personal appearances and appeals in process	50,612
Others	14,570
Married before August 27, 1965	6,950
19 years of age, born 1951, 1637.7(a)-(4)	682,689
26 years and older with extended liability	218,960
Under 19 years of age	512,230
I-Y Qualified only in an emergency	3,725,175
I-C Currently in the uniformed services	2,559,203
I-O Conscientious Objector	28,188
I-W (At Work)	10,221
I-W (Released)	13,641
I-D Members of a reserve component	934,729
I-S Statutory (College)	11,939
I-S Statutory (High School)	356,266
II-A Occupational deferment (except agriculture)	313,436
II-A Apprentice	44,635
II-C Agricultural deferment	19,832
II-S Student deferment	1,378,264
III-A Dependency deferment	4,026,768
IV-A Completed service; sole surviving son	3,787,095
IV-B Officials	86
IV-C Aliens	19,919
IV-D Ministers, divinity students	109,891
IV-F Not qualified	2,233,926

Figures as of December 31, 1970



Selective Service NEWS

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Selective Service Legislation Involves Many Minor Changes

While most congressional attention will be focused on the President's authority to induct, student deferments and the national call, the Selective Service legislative "package" contains other changes and reforms which will be of special interest to Selective Service personnel.

Besides the "Big Three" mentioned above, changes are being considered which would alter certain alien rights and obligations, end the temporary high school and college student deferments, (IS-H and IS-C) and substitute postponements of induction, prevent state directors from taking other government posts without consent of the Director, make certain compensation changes for local board and appeal board personnel, update some obsolete funding language and practices, and change the tenure of executive secretaries.

Specific Changes

The bill is currently being considered by both the Senate Armed Services Committee and the House Armed Services Committee.

Specific changes of interest to Selective Service personnel are:

- A provision which would explicitly exempt visitors in nonimmigrant status who do not plan to reside permanently in the United States.
- Adds a clause to prohibit the induction of any alien who is liable for military service until such alien has resided in the United States for at least 12 months.
- Adds an amendment to reduce the duration of prior military service which would be sufficient to qualify

Continued on page 3.

Nationwide Reduction in Force Affects Over 600 SSS Workers

A general reorganization of Selective Service operations throughout the nation is underway resulting in a reduction in force of 600 employees out of the approximately 9,000 compensated presently employed.

Budget limitations, better service, and the move toward President Nixon's all-volunteer Army concept by mid-1973 prompt the reductions, according to Di-

rector Dr. Curtis W. Tarr. Fiscal Year 1972 budget levels will remain the same as in FY-71, Dr. Tarr said, and to meet expected increases in expenditures, the Selective Service must make the manpower cuts. Initial reductions are expected in April and May and will be completed by June 30, the final day of the present fiscal year.

No employee will be released from his job, however, if he or she is scheduled for retirement sometime during the calendar year, Manpower officials say.

Foundation Award

Lt. Burns Bennett, chief of the field division of the Alabama State Headquarters and public information officer, has been awarded a Freedoms Foundation Award for public address.

The award is the third for Colonel Bennett who has previously been cited for a magazine article and a military letter.

Earthquake Shakes SSS Personnel

The California earthquake of February 9 did little more than shake up the Selective Service operations in California, with no reported days lost or equipment damage, according to Maj. A. H. Walker, of the state headquarters staff.

No Selective Service personnel were reported to be casualties or among the injured, however, several personnel who lived in the San Fernando Valley area had to leave their homes for several days. Maj. Walker said that these people have been returned to their homes.

Counseling

Counseling programs through state directors, with aid from government and outside employment sources, are being established to help those people whose positions may be terminated, National Headquarters said.

In its first major reorganization since the end of World War II, Selective Service will collocate many of its local boards under one facility while retaining the board's individual identity. Regional Service Centers also will assume some of the administrative functions of the local boards and the state headquarters. This move is expected to eliminate some of the functions being performed by the 600 employees being effected by the reduction in force. At the same time the move is expected to open job vacancies and offer promotions for some people in the System.

Regional centers, while offering and providing administrative functions to state headquarters and local board staffs, will have no policy making functions and no responsibility for the classification and induction of registrants.

From the Director . . .

Honesty Is Key To Closing Gap

The following is an excerpt from a speech which Dr. Tarr delivered on January 26 before the National Association of Secondary School Principals meeting in Houston, Tex.

I would like to say something about the land in which we live and the challenges we must face. The hardest challenge for us to assume is how we can capture the imagination of our young people. As you know, the President has announced that he wishes to reduce the dependence of the armed services upon the draft and to create an All-Volunteer Armed Force. Secretary Laird plans to accomplish this prior to July 1, 1973. I hope that we will be able to do this because in a free society a voluntary association with the armed forces would be much preferred over a coerced one.

Broad Problem

The problem, however, is much broader than how we find young people for the armed forces. The whole future rests with our youth, and we have not done a very good job of bringing them into an atmosphere where they can help give solutions to the problems we all know exist.

It would be difficult to list an asset that is more important to our nation than the strength of our young people. We all know that the success of organizations rests upon the ability of young people to react to issues and the quality of human resources that they bring to bear on the problems of their times. We know, too, that a superficial analysis of the talents of people has no real correlation with the possibilities for their success. When we talk to young people, it is difficult to determine who will be the successful scholars because we know nothing about their motivations. We can go to the Olympic Games and use all kinds of superficial measurements of the strength, the weight and the muscular development of athletes, and yet we can never predict who will be the first at the finish line. We have so much talent among our youth, yet we have not done an effective job of bringing that talent to the point where it might make a significant contribution. We all know the inherent worth of our youth; none of us who have worked with youth are the least bit discouraged about the human resources that the young people bring to their generation. Many of us are worried about our ability to help in the development of that



talent so that some of our social difficulties might be overcome.

Universal Service

When we look at the large problems our society faces, some suggest universal service as an appropriate response. So many people have said to me that our young people would respect our nation more if they had to work for its improvement. I am not sure that I can subscribe to that position. I have no real experience to refute it out of hand, but coercing our young people is not the way to gain their cooperation. Furthermore, if we attempt universal service, we must face dimensions of manpower resources that we have never before imagined. If we assume that both men and women should serve for a two-year period as a minimum reasonable time, then we would enlist about eight million young people. Each one would want a job that prompted his curiosity, stimulated his imagination, and evoked his cooperation. I doubt if we could conceive of that many appropriate jobs. Even if we did, I am not sure that the concept of coercion would satisfy our needs.

Other people suggest rather large programs manned entirely by volunteers. These are my preference. I am not sure how we should handle the arrangements, but the nation needs a program within which cooperation and contribution are possible.

A reporter told me recently that I did not look like the kind of fellow who could communicate with youth because my hair was not long, I had no beard, and I wore a vest and somewhat old-fashioned clothes. I told him that he could be right, but that the limited experience I have had with young people indicated to me that the most important things to youth were the fundamental qualities of honesty, frankness, and an ability to communicate so that they believed you and you believed them. I checked this with some of our young people on our Youth Advisory Committees. They answered that all they really cared about was that I spoke with

honesty and an integrity which they could believe, and that I spoke in a climate where they could disagree and then talk about it and perhaps arrive at a better decision than either one of us could hope to find independently.

I would like to subscribe now to that position. The best way for us to communicate with youth is to start communicating as honest people and see what develops from there.

Know Something

After we have communicated with young people we need to know something about what they believe in. Then we need to work to build a new society here in America. It is a false assumption to think that we know what our society is all about. A young fellow talked with me recently in one of the army camps in Asia. He complained that his sergeant did not understand him. He said that the sergeant had never lived in the world in which he was born and in which he had been raised. I thought about that for a while, and I concluded that I had never lived in the world of that young man either. Probably he knows a lot more about what needs to be done to correct some conditions in America than I do. How really, can I proceed without his help?

My suggestion, then, is that we work together, young and old, all Americans, so that each one of us may have some valid reason to hope for a more promising future.

Appeal Agent Honored

Richard H. McGee, government appeal agent from Ward County in North Dakota, has been named a Fellow of the American Bar Foundation, an honor awarded to not more than one-quarter of one per cent of the lawyers in the United States.

Mr. McGee has served as government appeal agent since October 16, 1948 and is a member of a law firm in Minot, North Dakota. He was officially awarded the honor February 6, at a meeting of the Foundation in Chicago.

Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1968.

This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act of 1967, or any other acts of Congress.

Communications should be addressed to: Office of Public Information, National Headquarters, Selective Service System, 1724 F Street, N.W., Washington, D.C. 20435. For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402—price 10 cents (single copy). Subscription Price: \$1.00 per year; 25 cents for foreign mailing.

High School Boys Avoid Thinking About Draft

Young men of high school age have a tendency to put aside "serious" thinking about such things as the draft and military obligations until later, if conclusions drawn in a random sampling among eastern high schools is any indication of a nationwide trend.

Anxious to see what "gaps" it might have to overcome to communicate with young men prior to their draft registration age, Selective Service recently hired an independent research firm in Cambridge, Massachusetts, to "rap" with high school juniors and seniors about the draft. The team visited schools from Boston to Vermont and found "widespread disassociation (by the students) from active or responsible participation in the mechanics of our society." Most particularly, the team noted, was "a disassociation from the process of obligatory military service."

Not Unusual

The research team indicated in its report that "this disassociation is not unusual at this age as this particular age group finds certain comfort in the well-defined tasks and obligations centered within his school and home structure, and this tends to produce a somewhat defensive thoughtlessness about life tasks, styles and directions."

Interviews were staged among juniors and seniors in upper middle income private schools as well as middle class public high schools. Ghetto area schools in the metropolitan centers were contacted to participate in the surveys but, according to the research firm, did not offer to participate.

Students of the private schools tended to be "more responsive to the questions" and seemed "most actively concerned with participation in society," while surveys conducted in what the firm called "middle class" or "lower middle class public schools," showed that the schools "provided less than adequate training and stimulation in the art of intelligent decision-making."

The group of young men from which the military services hope to attract their volunteers and from which the Selective Service draws for its draft quotas to the greatest extent can not be "easily attracted" to outside offers of assistance in the forms of information or motivational

materials which may increase their opportunity after high school," the firm found.

'I Don't Know'

In reports of conversations with the young men, the research team found that in response to specific questions about their draft obligations, the interviewee would reply "I don't know," or "I don't think about the draft. I spend most of my time thinking about other things I'm involved in."

"I don't think about the draft because I'm not going in, no matter what. I plan to go on to school anyway. If I had to go, I would get a lawyer and get out. I'd go to Canada if I had to, but I don't want to think about it now."

"We don't worry about the draft. Personally, I don't think I know anyone who was drafted. Once in a while we have discussions about the war, pollution... and the things that you hear about and see every day."

Researchers said they were concerned about the lack of proper information about the draft being circulated among the students. Much of the misinformation came from older youths, many in college, draft counseling groups and parents. Seldom did the students discuss the draft with their teachers, school counselors and few said they went to the local board for information.

Misinformation

One student said "he heard" that if "you get a low number one year, they fix it so you get a high one next time." Although he was only 17, the student believed that he had his lottery number already, that it was a low one and that by the time he was 19 and draft age, "I'll have a low number again."

One young man said he talked to "older guys" about the draft and from their conversations he was determined that he would not even register for the draft when he became 18. "I'm not going to help (in the war) in any way. I disagree with the war. I'd rather go to jail... I'll go to Canada."

Selective Service has written and is distributing millions of pieces of literature, has produced a high school curriculum and is planning television public service appeals to reach students and tell them about the literature.

an alien for exemption from liability under the Act from 18 months to 12 months to reflect the policy of several foreign countries which have reduced military service requirements below 18 months.

- Provides an amendment for a high school student to receive a postponement rather than the I-S (H) deferment until the time of his graduation or until he reaches his 20th birthday, or ceases to pursue his schooling, whichever is the earliest. Provides an amendment for a college student to receive a postponement rather than the I-S-C deferment until he finishes his current term, semester, or quarter.
- Adds a provision to prevent state directors from accepting additional positions with state or local governments unless they have the approval of the Selective Service Director.

Employee Pay

- Amends a section to require Selective Service to pay its employees under the provisions of the Classification Act of 1949, as amended, and authorizes the Director to employ experts and consultants at a rate not to exceed the equivalent per diem rate for a GS-18. This paragraph also requests the removal of the 10 year tenure provision applicable to executive secretaries of local boards, thus requiring Selective Service to return to traditional guidelines of civil service.
- Eliminates the obsolete language which authorized the Chief of Finance, U. S. Army, to act as the fiscal agent of the Selective Service System.
- Authorizes the Director to make more realistic cash settlements, substituting "\$500" for "\$50" and amends the act to increase the amount of funds for burial expenses for registrants who die while acting under orders.
- Adds a new section which allows the prosecution of a non-registrant up to five years after his 26th birthday, which is written to overcome the result of Supreme Court action

Continued from page 3.

which limited the time for prosecuting men who fail to register to five years and five days after a man's 18th birthday.

- Sets an amendment to substitute the fact of issuance rather than receipt of an induction order as the deadline beyond which a man will not be accepted for voluntary enlistment, and to authorize the Director of Selective Service and the Secretary of Defense jointly to waive the prohibition against "post-induction order" enlistments.
- Sets a two year extension for authority to make special calls for the induction of persons in medical, dental and allied specialist categories and amends sections to continue for two years the authority for the payment of special pay of physicians, dentists and veterinarians in the services.

Nevada Pushing Curriculum With Help of Educator

Nevada State Director Addison A. Millard has announced a new program aimed at introducing Selective Service information to high school age young men throughout his state.

Frank R. Brown, the state's consultant for counseling and pupil personnel services and Major A. Chelton Leonard, Nevada's Selective Service deputy director, are conducting a series of meetings with school principals, counselors and senior boys to discuss the recent changes in the draft laws and to search for ways to include the Selective Service Curriculum Guide into the high schools and educational programs.

Topics included in the discussions are random selection, registration, classification, induction, and a question and answer period in which senior boys may ask any questions they may have concerning the Selective Service law.

Fifteen high schools in Nevada participated in the program during the period February 2 through February 12.

Mr. Brown said that the school officials involved in the program "were generally enthusiastic about this kind of program and are interested in the Selective Service Curriculum Guide as a possible addition to the educational offerings of the schools."

Chronology of Clay Case

To aid local board employees and state headquarters personnel in answering a number of inquiries pertaining to the Cassius Clay court issue, the following chronology is offered by the Justice Department.

February 1961: Classification Questionnaire filed.

March 12, 1962: 1-A by local board. No appeal filed.

January 1964: Examined.

March 13, 1964: Examined. Not acceptable.

March 26, 1964: Classified in 1-Y.

January 26, 1966: Acceptable—following re-evaluation of records.

February 1966: Classified 1-A. Requested a personal appearance and filed SSS Form 150.

March 21, 1966: Classified 1-A following personal appearance and consideration of his 1-O claim. He appealed from this determination.

August 1966: Requested classification as a minister. Case was on appeal at this time so consideration of this request was postponed.

January 10, 1967: Classified 1-A by 3-0 vote of Kentucky appeal board.

January 1967: Local Board considered ministerial claim and declined to reopen the classification.

January 1967: Classification reopened upon request by the Director.

January 19, 1967: Classified in 1-A. He appealed from this action and requested that the appeal be heard by the Texas appeal board, Jan. 31, 1967.

February 20, 1967: Classified in 1-A by a 4-0 vote of Texas appeal board.

February 1967: Director appealed to the President.

March 14, 1967: Classified 1-A by 3-0 vote of NSSAB.

March 1967: Induction order issued with a reporting date of April 11, 1967. Transferred to Houston, Texas. Transfer board ordered him to report for induction on April 28, 1967.

April 28, 1967: Reported as ordered, but refused induction.

May 8, 1967: Indicted by Federal Grand Jury.

June 20, 1967: Convicted. Sentenced to five years imprisonment and \$10,000 fine. Appeal filed.

March 24, 1969: Supreme Court remanded case to the District Court for a hearing to determine whether the conviction had been secured as a result of evidence obtained by electronic surveillance.

July 14, 1969: District Court found the monitored conversations bore no relation to any evidence used by the Government in securing his conviction. Subsequently he was resentenced as before, but was released on \$5,000 bond pending appeal of this decision to the Fifth Circuit Court of Appeals in New Orleans.

April 13, 1970: Arguments were presented on this date and decision will be forthcoming. (The last five entries shown above were reported on June 24, 1970 by the Criminal Division, Department of Justice.)

July 6, 1970: 5th Cir. U. S. Ct. of Appeals affirmed opinion of U. S. District Court, sustaining conviction and sentence.

Aug. 19, 1970: Rehearing in 5th Cir. Court of Appeals denied.

January 11, 1971: Certiorari granted by Supreme Court of the U. S. but limited to Question No. 4 of the petition, which is: "whether the conviction should be vacated in the light of *Welsh v. U. S.* because the denial to petitioner of Conscientious Objector exemption may have been based on Department of Justice's erroneous characterization of his objections to participation in war as 'political and racial' rather than 'religious.'"



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HOUSE VOTES IN DRAFTING AUTHORITY UNTIL 1973

By a wide margin, the U. S. House of Representatives voted April 1 to extend the President's induction authority until July 1, 1973. The final vote on the bill, 293 to 99, does not reflect the controversy in the House regarding the duration of military conscription. However, the principal of retaining the draft was sustained by an overwhelming majority.

The bill generally corresponds with the President's draft proposals. It grants the President authority to phase-out undergraduate student deferments and to institute a uniform national call. The bill also provides that if a young man fails to register with a local board, he can be prosecuted up until five years after his 26th birthday.

Features of the bill not in the Presidential package include:

- Pay for servicemen is raised by a total of \$2.7 billion in the House bill, \$1.7 billion more than the President requested.
- Divinity students will continue to

qualify for exemptions from military service.

- Conscientious objectors must serve three years alternate service, the last year in substitution for the four years of obligated reserve service facing inductees upon their release from active duty. C.O.'s can continue to work for private, non-profit organizations; however, if a C.O. fails to satisfactorily perform his alternate service he will be subject to induction.
- There must be a local board, together with its administrative site, in every county or corresponding subdivision.
- On the initiative of the House Armed Services Committee, the minimum age for local board membership is set as 18. In addition, board members and appeal board members cannot serve more than 15 years or after they reach age 65.
- The "sole-surviving son" exemption is broadened to include men of families in which a member was killed or totally disabled while in military service, or is a prisoner of war or missing in action.

The House took its final vote on the bill

after three days of debate. The measure now goes to the Senate, which has not yet reported out of committee its own version of the draft bill. If the House and Senate bills are not identical, there must be a Senate-House conference to iron out the differences. After a final vote by both houses, the bill must be signed by the President before becoming law.

Much of the House discussion centered around opposition to the Vietnam War, not the draft system. Defeated were amendments which would: extend the President's induction authority for only one year (200 votes to 198) and also for 18 months (200-170); end the President's induction authority this June 30th (330-62); repeal the draft act by the end of this year (73-11); prohibit draftees from being forced to serve in Vietnam (260-122); modify the law to supposedly better reflect the *Welsh vs. U.S.* decision on conscientious objectors (voice vote); and establish a 1971 cutoff date for student deferments (voice vote).

High Court Refutes Selective War Issue

The U. S. Supreme Court has ruled that conscientious objection to a particular war is not grounds for claiming relief from military service.

The court's opinion, an 8-1 vote with Justice William O. Douglas dissenting, made the following points:

■ The wording of the part of Section 6-J of the Military Selective Service Act of 1967 which reads that a registrant "who, by reason of religious training and belief, is conscientiously opposed to participation in war in any form" may be considered for C.O. status, clearly is intended to mean that the objection must run to war in any form. The phrase "participation in war in any form" has been used in the Act since 1917.

■ Section 6-J of the Act does not discriminate against religious affiliation or belief, the rights of which are protected by the First Amendment of the

Constitution. While the specific defendants involved argued that some faiths distinguish between personal participation in "just" and "unjust" wars, the court cited the U. S. Solicitor General's brief which pointed out that the contention of 6-J serves the overriding interest of protecting the democratic decision-making process against claims of individual noncompliance.

■ There are "valid neutral reasons" for limiting exemption to objectors to all wars, such as the Government's need for manpower and the problem of administering the draft laws by a "fair" system. Exemptions based on selective conscientious objection would involve a claim of a registrant which had uncertain dimensions; granting the claim would involve a real danger of erratic or even discriminatory decisions. "Should it be thought that those who go

Executive Order Closes Loopholes on Transfers of Induction

Registrants can no longer transfer from their own local board to another board after they have been issued an order to report for induction, according to a Presidential executive order issued March 10.

The order does permit, however, that a "called" registrant can induct voluntarily at any Armed Forces Entrance Station up to three days before his scheduled induction date.

At the same time the former restriction that "hardship" or "good reason" be the basis for request for transfer has been removed. The new policy also eliminates the administrative requirement of a delay in induction for those registrants who have moved to new locations.

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TO REPRESENT ALL AMERICANS

Because the Selective Service System concerns itself with all young men in our country and affects every American community, I believe that our boards and compensated staffs should reflect the economic, religious, ethnic, and racial interests of the communities they serve. When a young man goes before his board or visits his local board office, it may help him to know that at least one board member or employee can understand his particular and perhaps unique concerns.

We have made progress in broadening our representation. As of November 30, 1970, for example, 595 of our compensated personnel were black, Spanish-surnamed, American Indian, and Oriental. From these same groups, membership on our local boards has increased by 181 since I took over my present position last April. The representation of women on the boards has increased by 59 over the same time period.

Our state directorships have been held by minority group members in Puerto Rico, Guam, Hawaii, the Virgin Islands, and the District of Columbia for some time. In addition, we now have our first minority directors of states in the continental United States—in Virginia and Massachusetts—as a result of appointments made this year.

Thus we have made progress. But we wish to do more.

To ensure priority attention to this important subject, I have appointed Mr. Reynaldo P. Maduro as our Director of the Equal Employment Opportunity Program and Deputy Manpower Administrator. Mr. Maduro took over this new post in January, and he has been working hard to establish rapport with members of minority communities which are not now represented as much as we would like. He has had frequent contact with federal agencies working in this field as well as with leaders of minority groups.

In some communities, establishing this interest and commitment is not an easy task.



Mr. Maduro is developing a program for proportional representation which includes specific goals and the methods to reach these communities in accordance with a definite timetable. If any of you have suggestions as to how we can better operate this program, please contact him at National Headquarters.

To further our efforts in the representation area, Mr. Maduro met with the state directors of the District of Columbia, Virginia, Massachusetts, and Michigan late in March. The conference proved valuable in identifying what has been accomplished in Selective Service and what still needs to be done to give us the level of representation we know must be reached. The conference participants established an Equal Employment Opportunity Policy Committee that will develop specific policies to encourage proportional participation throughout the Selective Service System. The Committee also agreed to launch a pilot recruiting project in Michigan. If successful, the guidelines used there will be provided to other states.

Despite our accomplishments, we have a long and difficult path ahead of us. I am most appreciative of the numerous people within Selective Service who have made significant contributions in this important area. I am sure that if we will all continue to work together we can realize even greater progress.

The system's efforts, I want to point out, cannot be in contradiction with any necessary personnel cutbacks within the Selective Service System. Employees who have been displaced will be given first consideration for job openings. However, after displaced personnel have been given this preference, I believe that we must rededicate ourselves to achieving a truly representative System.

Three

Eighty years of combined dedicated service is the mark achieved by three state directors who have ended brilliant careers in Selective Service.

The retirements of Captain Chester J. Chastek, Washington state, Brig. Gen. Ernest E. Novey, Connecticut, and Mr. Allen J. Roush, Colorado, have been announced by Dr. Curtis W. Tarr. Captain Chastek ended his career of 30 years on April 1. Gen. Novey, who completed almost 20 years, and Mr. Roush, who has served since 1940, both retired on March 15.

Captain Chastek has served 22 years as state director for Washington. He also served four years in the former Field Division at National Headquarters as a liaison officer and from 1941 to 1945 was the Selective Service occupational advisor for Washington State.

A special ceremony March 26 at National Headquarters, attended by Washington Senators Warren G. Magnuson and Henry M. Jackson, honored Captain Chastek's retirement. The Captain was presented a Selective Service Distinguished Service Award by Dr. Tarr and the Legion of Merit from the Navy.

The Captain enlisted in the Army during World War I, serving in the infantry. He switched services later, becoming a naval reservist. In 30 years of working in Selective Service, Captain Chastek noted that, "the system has undergone refinements and changes in the law to meet the wisdom developed from our experience and research. I have always felt that these changes were for the better."

Lauds Staff

The former Washington State director lauded his own staff, stating that Washington State was an "economical" operation. He praised further the efforts of his uncompensated personnel, saying that many have served in a voluntary capacity for 25 years and more.

In addition to his busy role as state director, the Captain has been a Rotarian of 28 years standing, the 15th Region Commander of the Military



Selective Service NEWS

Congress Considering the Future of the Draft



PRESIDENT NIXON

President Nixon Submits Request for Draft Law Changes: The President also asks Congress to Extend Induction Authority for Two Additional Years.

The Congress is conducting a review of Selective Service legislation. On January 28, 1971, President Nixon sent to Congress his recommendations for draft action.

There are three major proposals in President Nixon's request:

- **Extend the President's authority to induct young men for two additional years.** The current authority to induct expires on July 1, 1971.
- **Restore the President's traditional authority over educational deferments.** If granted, the President plans to eliminate all future deferments for undergraduate college students and cancel deferments for students enrolled in college after April 23, 1970, the date the President first asked Congress for the authority to eliminate student deferments.
- **Establish a Uniform National Call under the Lottery System of inducting young men into the armed services.** The Uniform National Call would insure that the induction of all young men with the same lottery numbers would be at approximately the same time.

In explaining his position, the President said, "The objective of this Administration is to reduce draft calls to zero, subject to the overriding considerations of national security—and as long as we need the draft, to make it as fair and equitable as we can."

"Over the past nine months," the President said, "the Secretary of Defense and the Director of Selective Service have initiated a comprehensive series of steps designed to help us achieve that goal. Average draft calls are now substantially lower than they were when this Administration assumed office, and we have significantly improved the consistency and fairness of the draft system. We shall continue these actions at an accelerated pace."

President Nixon stated: "No one knows precisely when we can end conscription. It depends on many things—including the level of military forces that will be required for our national security, the degree to which the combination of military pay increases and enhanced benefits will attract and hold enough volunteers to maintain the forces we need, and the attitude of young people toward military service."

The President's draft reform proposals also include specific requests to improve pay and other conditions in the armed forces. These proposals, together with a request to be submitted in 1971 for a second increment of expenditures to further improve pay and conditions, constitute the popularly-called "All-Volunteer Force proposals." A brief summary of the 1971 requests appear in part 4 of this document.

NOTE TO READERS:

This special supplement to Selective Service News summarizes the Administration's proposals now before Congress requesting changes in the draft law, extension of the President's induction authority, and support for the All-Volunteer Army concepts.

This material is presented to assist you in gaining a better understanding of the proposals and offers some of the rationale cited by Dr. Tarr and Assistant Secretary Kelley in their presentations before Congress. As concerned members of the Selective Service family, we hope you will find this information of value.

The Editors

SUMMARY OF CONTENTS

- 1** Excerpts of remarks by Assistant Secretary of Defense Roger T. Kelley supporting the President's request for a two year extension of the draft induction authority.
- 2** Excerpts of remarks by Dr. Curtis W. Tarr, Selective Service Director, supporting the President's request to restore his traditional authority over educational deferments.
- 3** Excerpts of remarks by Dr. Tarr on the President's request for a Uniform National Call.
- 4** A summary of the President's 1971 proposals concerning the "All-Volunteer Armed Forces."

1 Extension of Authority to Induct

Excerpts of remarks by Assistant Secretary of Defense, **Roger T. Kelley**, before House Armed Services Committee—February 23, 1971.



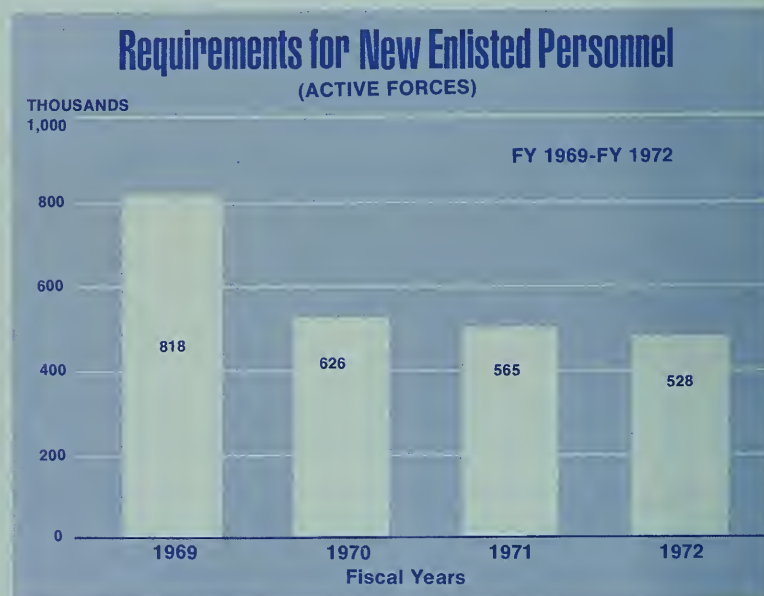
ROGER T. KELLEY

A two-year extension of the induction authority is recommended because we should be able to eliminate need for the draft by July 1, 1973. For this to happen, early and favorable action will have to be taken on the legislative authority we seek. Our American society will have to treat military people, and the uniform they wear, with honor and respect. And we in Defense will have to manage our resources with maximum effectiveness. If factors beyond our control prevent us from reaching this goal by July 1, 1973, then we should return here on a timely basis to account to you for our performance, and recommend an appropriate extension of the induction authority.

Why not extend the induction authority for just one year, as some have suggested?

To extend the draft for one year only would mislead our nation, and particularly

our young people. It is exceedingly improbable that, given the present national security environment, the conversion from conscription to all-volunteer could be accomplished by July 1, 1972. A brief look at requirements for new enlisted personnel in FY 1972 shows why.



Although the annual requirement is declining, you will note that over 500,000 enlisted personnel must be obtained in FY 1972. Considering that volunteers for FY 1971 will total about 400,000, one-half of whom are draft-motivated, replacing the accession power of the draft in FY 1972 is extremely unlikely.

In addition to total manpower requirements, there are specific manning problems which suggest that extending the induction authority for one year only would dangerously jeopardize national security. Let me mention two such problems.

First, combat soldiers—those men who are assigned to Army infantry, armor and

artillery units. Currently only 4% of our combat soldiers specifically request such assignments. The remainder are draftees or men who enlisted without designating an occupational preference. Proposed solutions to this supply problem will be described in my later testimony, but it is imperative that we rely partially on the draft for combat soldiers in the 1971-73 time frame.

Second, medical doctors. To meet requirements, it is essential that the authority to draft doctors be extended for two years along with the general induction authority. Our nation has a shortage of medical doctors, and it is reflected in our military supply of doctors. If the authority to draft doctors ended in July 1971, it is estimated that we would be 3,000 doctors short by the end of FY 1972. Again, we need time to solve this problem.

Why not extend the induction authority for four years, as in the past?

To extend the induction authority for longer than two years would be inconsistent with our all-out effort to end reliance on the draft. The early attainment of zero draft, calls for maximum pressure on those of us who are responsible for implementation. The two-year extension is not a guarantee that reliance on the draft will have ended by July 1, 1973. It rather means that there is reasonable expectation of attaining this goal by that time, and the Administration should be obliged to report periodically to Congress on progress toward its attainment.

2 Undergraduate Student Deferments

Excerpts of remarks by **Dr. Curtis W. Tarr**, Director, Selective Service, before House Armed Service Committee—February 23, 1971

The major inequity remaining in Selective Service comes from granting deferments to those enrolled in programs of higher education. Doing so disadvantages those who, for one reason or another, do not go to a college or university. While it is true that an undergraduate deferment technically postpones the time when a young man enters the service, the longer he delays entrance the better the chance that he will become exempt because of physical impairment, a family hardship, or conscientious objection. The incidence of each of these increases with age. In another sense, the postponement of the college man adds a burden for those who are inducted immediately: a man being drafted now probably will be sent to combat, whereas it is less likely that this will be so for those who now are being deferred as students.

Ironically, undergraduate student deferments also impose inequities upon those who accept them. A young man, at the time he enrolls in college, usually is not aware of his vulnerability under random selection; only 24 percent of the young men entering college are 19 years of age or older and thus have a random selection number. Hence, many young men are influenced to attend college with the hope that by doing so they will escape the immediate requirement of serving in the armed forces. I believe most of these young people eventually would go to college even if undergraduate student deferments were discontinued. But then the young person, of necessity, would consider the reasons for attending college instead of deciding to go only so that he might postpone service to the nation.

As people are induced by undergraduate student deferments to attend college for the wrong reasons, they may also be influenced to remain in college to avoid immediate induction into the armed forces. I have talked with countless numbers of young people who would have gained a great deal personally by interrupting their college work so that they might understand better their motivations for study and how better they might orient their lives. But whenever I asked why they did not choose to take time for this reappraisal, consistently young men reported that they felt bound to continue college work so that they might avoid induction.

There is no question in my mind that the spirit of inquiry and the enthusiasm for scholarship on college campuses would be enhanced greatly if the compulsion imposed by undergraduate student deferments were eliminated. I believe it was this awareness that persuaded members of the American Council on Education last year to recommend that undergraduate student

deferments be eliminated.

Recently on my visit with fighting men in Southeast Asia I clearly discerned another reason for eliminating undergraduate deferments. Many of the men I talked with were college graduates. Consistently they reported to me that their jobs did not challenge their intellectual curiosity nor did their positions utilize their academic experiences. But this complaint should not surprise any of us. The overwhelming number of enlisted men's jobs in the Army do not require the experience of higher education. Furthermore, I could detect in these young men an emotional unrest with their circumstances that indicated the degree to which they had grown beyond the opportunity available to them. I asked many if they should have entered the Army two years earlier; every man admitted to me that if he had to go to the Army he should have gone earlier in his life.

In April of last year the President phased out deferments based upon occupation. This was an historic act, partly because it terminated the nation's dependence upon channeling, the concept of persuading people to enter a vocation critical to the nation's need in lieu of service in the armed forces. In a sense, deferments based upon education are a kind of channeling. The justification for this deferment is that it will assure that a sufficient supply of college-trained young people will become available each year for national needs.

But now we are inducting only a small portion of those young men eligible for call. Our calls would have little effect upon undergraduate student enrollment if these deferments were removed. It seems clearly in the national interest to eliminate them. And certainly to do so would improve the equity of selective service.

If the Congress grants the authority to phase out undergraduate deferments, the President intends to follow the guidelines he proposed last April. All those young men who were enrolled in college or uni-

versity on April 22, 1970, would be eligible to retain undergraduate student deferments or to apply for them. These deferments would continue until the student was graduated, became twenty-four years old, or no longer pursued a full course of study. A young man enrolling in college after April 22, 1970, would be eligible for call when his local board reached his random selection number, with the understanding that he be permitted to complete the semester, term, or quarter in which he then was enrolled. The same policy would apply to young men enrolled in junior college, trade and technical schools, and apprenticeship programs.



DR. CURTIS W. TARR

The President has asked also for authority to phase out divinity school exemptions. It is his intention, if Congress grants him this authority, to continue all exemptions to divinity students enrolled prior to January 28, 1971, but not to authorize new ones. This position is consistent with that taken several years ago to eliminate general graduate school deferments and the request now to phase out undergraduate deferments as well.

3 Uniform National Call

Excerpts of remarks by **Dr. Curtis W. Tarr**, Director, Selective Service, before House Armed Services Committee—February 23, 1971

I have been gratified in my conversations with young soldiers in Vietnam to learn of their enthusiasm for the random selection system.

It is not possible now, however, to make

random selection work as effectively as young people want, and as we believe it can. Ever since I became Director of Selective Service, I have been concerned about the way we spread the call. The law re-

UNIFORM NATIONAL CALL

Continued from previous page

quires us to establish a quota for each state, territory, possession and the District of Columbia, and these in turn for their subdivisions, on the basis of all those who are liable for service after classification, with credit given for those who are in the armed forces.

Toward the end of 1970, the first year of the lottery, I received many letters from local board members saying that it would be much more equitable if we could base our calls on random selection numbers rather than the quota system provided in the law.

Each local community would be protected against having a disproportionate number of its young men taken by a uniform national call because we would hold to the same random selection number everywhere in the nation, and only those men in the community with numbers below that national number could ever be called by the community's local board. From the point of view of the registrant, the uniform national call is the fairest way to conduct a draft, because all young men face exactly the same liability to induction as other men with the same lottery number. The Military Selective Service Act declares the intent of Congress to be that "in a free society the obligations and privileges of serving in the armed forces and the reserve components thereof should be shared generally, in accordance with a system of selection which is fair and just. . . ." I believe that the uniform national call would establish such a system.

This proposed adjustment of calls would in no way affect the operation of local boards or their authority to make all discretionary judgments with regard to their registrants. The only effect is on the manner in which calls are determined for each local board. We would continue to ask each board to deliver a quota each month, based upon the men available below the national sequence number cutoff, with adjustments for late entrants into this pool. By assuring that no board must call men with higher random selection numbers than any other, communities are protected at the same time that the greatest fairness to registrants is achieved.

4 A SUMMARY OF THE PRESIDENT'S PROPOSALS CONCERNING THE "ALL-VOLUNTEER" FORCE.

President Nixon, in his efforts to provide the nation with an all-volunteer force, submitted a number of legislative proposals to Congress on January 28, 1971. These proposals include an increase in base pay for recruits of 50 percent and an average increase of 36 percent for men with under two years of service.

His message followed a 7.9 percent across-the-board pay raise, effective January 1, that raised military pay by nearly \$1.2 billion per year.

Specifically, the President's proposals include:

- An investment of an additional \$1.5 billion to make military service more attractive to present and potential members of the armed forces — most of the money to be used to provide a pay raise for enlisted men and women with less than two years of service.
- Increases in quarters allowances for personnel in the lower enlisted grades.
- Establishment of a test program of special pay incentives designed to attract more volunteers into enlistment and training for army combat skills.
- Direction to the Secretary of Defense to recommend such further additions to military compensation for Fiscal Year 1973 as may be necessary to make the financial rewards of military life fully competitive with those in the civilian sector.
- Expansion of efforts in the areas of recruiting, medical scholarships, Reserve Officers Training Programs, improvement of barracks housing and other programs designed to enhance the quality of military life.
- Continuation and strengthening of Department of Defense efforts to emphasize recognition of the individual needs and capabilities of all military personnel.

In testimony before the Senate and House Armed Services Committees during February, 1971, Secretary of Defense Melvin Laird said that the 1971 package will be followed by a larger, supplementary package of requests next year. These bills, if approved and funded, are expected to contribute to the attainment of an all-volunteer force by July 1, 1973.

Directors End Selective Service Careers



Capt. Chester J. Chastek (U.S.N.R. ret.)



Brig. Gen. Ernest E. Novey (A.U.S. ret.)



Mr. Allen J. Roush

Order of World Wars, a former Department (State) Commander of the same Order, a former State Commander of the American Legion, and also the first Commander of the Legion of Honor of Nile Temple (AAONMS.)

General Novey was Selective Service State Director of Connecticut from May 14, 1951, until March 15, 1971.

The General has a long history of military service and civilian achievement. He served in the Connecticut National Guard (infantry) from June-November, 1916, as a sergeant. During World War I, from May, 1917, until February, 1919, he served with the 102nd Infantry in France and was commissioned in the field. General Novey was recalled to active duty during World War II, from 1941-1946. He was then a Colonel and the commanding officer of the 102nd regiment, serving in the Pacific theatre.

Civic Duty

Between two World Wars, the General

held the office of mayor of his hometown of Torrington, Connecticut from 1929 to 1937 and then was elected to the office of high sheriff of Litchfield County, Connecticut, 1938 to 1941. During this period he also served in the Connecticut National Guard and the Army Reserve.

After World War II, General Novey served as Director of the World War II Veterans Bonus Division in Connecticut until his appointment as Selective Service State Director.

General Novey is active in many organizations. Presently he is a member of the American Legion, the Veterans of Foreign Wars, the Yankee Division Veterans Association, of which he is an honorary deputy commander, the Masons, the Knights of Pythias, the Eagles, and the Elks.

General Novey has been described as "a man of great compassion who always had a kind word and saw the best in everybody."

Mr. Roush has served with the Selective Service System in Colorado since 1940, with the exception of the brief March, 1947-August, 1948, period, when Selective Service was not in full operation. Mr. Roush has served in almost every capacity from clerk at the local board in Walsenburg, Colorado, to state director. He began working at Colorado State Headquarters in 1942, serving in the manpower office for about 10 years, and then assuming the post of deputy director for some three years. He was appointed the Colorado State Director January 1, 1968.

Born in Kansas, Mr. Roush has lived most of his life in LaVeta, Colorado. During the brief period when he did not work for Selective Service he was an employee of the Reconstruction Finance Corporation, for which he helped dispose of surplus government property.

Mr. Roush is a member of the Southern Colorado Consistory and the Masonic Lodge in LaVeta.

to war are chosen unfairly or capriciously," the court opinion said, citing a fear of the National Advisory Commission on S. S. in 1967, "then a mood of bitterness and cynicism might corrode the spirit of public service and the values of willing performance of a citizen's duties that are the very heart of free government."

■ Opposition to a particular war necessarily involves judgment that is "political and particular" and "one based on the same political, sociological and economic factors that the government necessarily considered" in deciding to engage in a particular conflict.

The Court specifically dealt with two cases. One was that of Guy P. Gillette, who faces a two-year prison sentence for willfully refusing induction on the grounds of his humanistic belief. Gillette sought C. O. status, claiming that while he would be willing to participate in a war of national defense or a war sponsored by the U.N. as a peace-keeping measure, he was opposed to participation in the "unjust" American military operations in Vietnam. The second case was that of Louis A. Negre, a Catholic born in France but naturalized here, who applied for an Army discharge after he had been inducted, completed basic training, and received orders for duty in Vietnam. Negre claimed opposition to participation in the Vietnam conflict because of his religious beliefs.

In both cases the court did not question the sincerity of the defendants' views.

The court also pointed out that "war in any form" refers to real shooting wars. A registrant would still have a basis for claiming C. O. status if he admitted that he was not opposed to fighting in theocratic wars or to using force in self-defense, in defense of home and family, or in the defense of immediate acts of violence against others in the community. In addition the court gave room for those who feel they can not be certain that their current opposition to all wars will still exist in the future. This is "humble good sense, casting no doubt on the claimant's present sincerity of belief," the court said.

Board Secretary Cited for Extra Effort

Following are portions of a letter received recently by Dr. Curtis W. Tarr which expresses warm thanks for the thoughtful, individual attention an executive secretary gave the family of a young man who had just reached draft registration age:

"Dear Dr. Tarr,

... Jim is in a wheelchair permanently; he has muscular dystrophy. We (my wife and I) must tend to him and take care of him constantly. This included my taking him to the draft board office, Upper Marlboro, Md. (Local Board #56).

Normally this office is open for business Monday through Friday, 8 a.m. to 5 p.m.

When I called the office to get particulars, I talked with Mrs. Clara Wilson, the executive secretary. I explained the problem, which included my having to transport Jim, in his wheelchair, to the office for registration. I did not want to take a day off from my work for this purpose.

Mrs. Wilson made an immediate, favorable and positive response. Because I could not take a day during the normal work week, she quickly volunteered to meet us at the office on Saturday (February 6, 1971) at our convenience!

What more can I say than a most warm and sincere "thank you." She was so kind, so helpful, so considerate, so willing to help...

Dr. Tarr replied to the writer, in part, "... You have no idea how pleased I am to receive this fine recommendation of the work of one of our executive secretaries. I am going to write a note to Mrs. Wilson and tell her how pleased I am that she was able to accommodate you in such a thoughtful manner..."

Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1968.

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Communications should be addressed to: Office of Public Information, National Headquarters, Selective Service System, 1724 F Street, N.W., Washington, D.C. 20435. For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402—price 10 cents (single copy). Subscription Price: \$1.00 per year; 25 cents for foreign mailing.

Telephone Caller Gets Right Number —Wrong Sound

Col. Marshall A. Sanders of the Kentucky State Headquarters staff swears the following is true:

According to Col. Sanders, Mrs. Sylvia Bryant, executive secretary of Local Board 59 in Vanceburg answered her telephone one morning in the following manner—"Good morning Selective Service." There was no reply but the loud click indicated the caller had hung up. The same thing happened several times with the same results.

Feeling something was wrong, Mrs. Bryant changed her greeting and at the next telephone ring said "Good morning, draft board."

From the other end of the line came a relieved reply: "Thank goodness I finally got you. I've been getting the Electric Service all morning."

Executive Order Closes Loopholes Continued from page 1.

If a called registrant does not submit to early induction, he must report on his induction date to the site specified on his induction order. If he refuses induction, his case will be referred for prosecution to the judicial district serving his local board.

Selective Service officials said the new regulations will not affect cases before the courts or cases where violations occurred prior to March 10.

"The result of this change in regulations," according to Dr. Curtis Tarr, "is that men requesting transfers in good faith will not be denied this opportunity—in fact, they will have their rights to transfer broadened. On the other hand," he said, "registrants who seek transfers only for purposes of delaying induction or facing draft law violation charges in a different jurisdiction will find these loopholes closed."

OFFICIAL NOTICES

February 18, 1971—Local Board Memorandum No. 93, Subject: "Furnishing Information to Regular and Reserve Components for Enlistment Purposes," Amended: February 18, 1971.



Selective Service NEWS

Supreme Court Rules on Reopening C. O. Cases—Says C. O. Claims May Not Be Considered After Induction Order Mailed

Local boards are not required to reopen registrant's classification and act on a conscientious objector claim after the registrant has been mailed an induction order, the Supreme Court ruled April 21.

Subsequently, Selective Service Local Board Memorandum 111 has been amended to read that, "claims for classification in Class I-O or I-A-O received by the local board after the mailing of the order to report for induction (SSS Form 252) may not be considered."

The 6-3 decision of the High Court upheld the ruling of the Circuit Court Appeals for the 9th Circuit in the case of Mr. William W. Ehlerst of San Francisco, California. Mr. Ehlerst claimed that the crystallization of his conscientious objection beliefs after the mailing of his induction order con-

Continued on page 3.

Questionnaires Show Over 7,000 Volunteer Registrars

More than 7,000 men and women are serving as Selective Service volunteer registrars. This is one of the conclusions of a questionnaire mailing at the end of March to all state directors by Assistant Deputy Director - Operations Daniel J. Cronin. By press time, all but five states had reported.

According to the questionnaires, the number of uncompensated alternate registrars ranged from 1,422 in New York State (exclusive of New York City) to a low of 0 in three states. Thirty states had 0-100 volunteer registrars

Continued on page 3.

"Get The Facts! Know Your Rights!"

DOCUMENTS

JUN 14 1971

SAN FRANCISCO
PUBLIC LIBRARY

The new Selective Service System public service spots feature thirty-six-year-old Fred B. Traub, a Massachusetts Selective Service Appeal Board member. Here Mr. Traub appears with employees in his record outlet.



You may turn on your television or radio any day now to hear, "Get the facts! Know your rights! For information, write Brochure, Selective Service System, Washington, D. C. 20435."

You might hear and/or see Mr. Fred B. Traub, a 36-year-old wholesale record dealer from Needham, Massachusetts, first in his record outlet and then as a member of the Massachusetts Selective Service Appeal Board. Mr. Traub will comment that for some young men, the decision concerning their military obligation is the most important decision they have made thus far in their lives. Or perhaps you will visit with Selective Service National Director Curtis W. Tarr as he talks with members of Selective Service State Youth Advisory Committees and college students. Dr. Tarr will express his desire that all young men get a "fair deal" by knowing their rights and responsibilities under the draft law.

These TV and radio spots, the first ever to be distributed by National Headquarters, are primarily intended to further publicize the availability of the five new brochures describing Selective Service and the draft.

The brochures, the first press run of which are almost depleted, are already being distributed through National and state headquarters and local boards, and are being sent to schools, draft counseling groups, and others upon request. But the purpose of the public service spots is to reach out to individ-

uals—young men, their parents, and other interested people. It is especially timely that the spots begin airing now, since summer is coming and young people will not have the opportunity to obtain draft information from their schools.

In all, four public announcements have been produced for TV, one 30-second and one 60-second spot each of Dr. Tarr and Mr. Traub with young people. Four similar announcements were produced for radio, in addition to a fifth, 20-second spot, that just has time to tell how to procure the brochures.

Initial distribution of the spots is to 390 TV and 418 radio stations, all of which are located in the top-50 population areas of the country.

The television promotion project was begun by the Office of Public Information at National Headquarters last summer, when efforts were begun to see how best to "reach" young people. PIO and Cinecom, Inc., the Cambridge, Massachusetts-based producer of the spots, conducted a series of interviews with 120 junior and senior male high school students in schools throughout northern New England to survey young men's views about Selective Service. (For details on the interviews, see S. S. News, March, 1971.)

The subsequent public service spots are actual films of Dr. Tarr and Mr. Traub working with and caring about young people.

Continued on page 3.

From the Director . . .

No Collocation Across County Lines

Dr. Curtis W. Tarr



The recent halt in our plans for collocation of local board administrative sites across county lines troubled some of you, and I am sorry for the uncertainty this change in plans must have caused. After the House of Representatives voted on March 31 to prohibit collocation across county lines, I decided that I would not argue for collocation in the Senate. I felt that collocation would have only a modest chance for success there, and our employees should not be uncertain of the future any longer.

Frankly, I did not expect the magnitude of House opposition to our plans for collocation. I studied many of the implementing plans prepared by our state headquarters, and I am convinced that collocation would have brought needed improvements to the System. These location changes would have permitted increasing supervision and, thus improved the uniformity of decisions, the equitable treatment of registrants and our ability to defend the System in the courts. In addition, I believe collocation would have saved taxpayers considerable amounts of money, especially in the second year of operation and thereafter, and it would have provided us with an administrative organization flexible enough to maintain contact with local boards during a standby draft. Collocation also would facilitate rapid expansion in the event of a mobilization. These requirements remain with us, and now we must seek new means to satisfy them.

I wish to explain the sequence of events that led to the House vote against inter-county collocation. I began to receive stiff Congressional resistance to collocation in about mid-March. We at National Headquarters anticipated the usual kind of

Congressional inquiry for the benefit of constituents, and a few state plans were modified in light of reasonable opposition. But some Congressmen, most of them influential, continued to register firm and sincere objections to collocation. It began to appear that we would encounter a road block somewhere if we continued with our plans.

It was difficult to make sufficient visits with Congressmen to meet the misunderstandings and objections raised about collocation, although I and other people at National Headquarters tried for several weeks to do so. Many Congressmen continued to think that it was my intention to close local boards, and I never convinced some of them that I sought the opposite—to support the continued operations of local boards in whatever climate of public support we receive.

On March 31, Congressman Jack T. Brinkley from Georgia introduced an amendment to the House draft extension and reform bill to prohibit activities of local boards outside the county where they reside. With little discussion, the amendment passed on a voice vote. At this point, I decided to inform our state directors that plans for collocation of boards across county lines should be cancelled.

These days of Congressional action on President Nixon's draft proposals have not been easy for any of you or for any of us. I know you have done the best you can, and I very much appreciate your cooperation. It is a pleasure to associate with fine people as you are.

Many challenges still face us. We will continue to seek reasonable responses to them. As we do so, I assure you that we will search for what we believe is best for the nation, and we always will do all that we can to accommodate your own personal concerns. As the days pass and as I become more aware of the work of many of you, I become increasingly impressed with your devotion to the country and your dedication to our important work in her service.

New Law Enforcement Approach

The Office of General Counsel at National Headquarters is undertaking a national approach to law enforcement. Selective Service General Counsel Walter H. Morse reported. Mr. Morse said this new approach is designed to assist the existing efforts of Selective Service state headquarters and United States District Attorneys by providing manpower and legal expertise where needed.

The new legal chief, who took office this January, said he has an almost complete picture of the law enforcement situation through questionnaire sent to all state directors in March. To keep him continuously informed, a monthly reporting system is planned for the future, Mr. Morse said.

National Headquarters is working closely with the Assistant Attorney General for Internal Security, who is responsible for Selective Service matters in the U. S. Department of Justice. This is necessary if timely prosecutions are to be achieved. Additional prosecuting attorneys are now being sent by Justice on temporary assignments to certain judicial districts of the country when backlogs of Selective Service delinquents develop. In addition, Selective Service is assigning its own Reserve officers who are attorneys as well as Reservists of the Army, Air Force, and Navy, for two weeks of active duty to state headquarters to review and prepare delinquents' files for referral to United States Attorneys. Morse said he hopes eventually to provide more attorneys for state headquarters and also more regional attorneys who will give legal assistance to state headquarters not requiring full-time assistance.

Other factors contributing to the move toward more efficient law enforcement include an executive order issued March 10, 1971, which states that registrants can no longer transfer from their own local board to another board after they have been issued an order to report for induction. The effect of this order, Morse said, is that prosecutions of draft law violators will be more evenly spread across the country. Further, a provision in President Nixon's draft extension and reform proposals will allow the U. S. Government to prosecute a man until his 31st birth

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pay for failure to register with Selective Service. (This proposal will overcome a U. S. Supreme Court decision — *Toussie v. United States* — which held that a person failing to register could only be prosecuted within five years and five days of his 18th birthday.)

"We don't want to put anyone in jail," stressed Morse, "but, we do want to get men to register and to submit to induction. When men are liable for the draft and ordered to report for induction, they should comply with the law. Prompt and effective law enforcement should achieve this end."

Questionnaires . . .

Continued from page 1.

and eight states had over 300. States reporting more than 400 alternate registrars, besides New York, were Pennsylvania, with 700; Texas, 695; California, 70; and Ohio, 565.

The percentage of total registration handled by the volunteers ranged from a high of approximately 70 percent in New York State to a low of 0 percent. Thirty states said 10 percent of their registration was done by uncompensated registrars; four states, 26-50 percent; and three states, 51-70 percent. These latter three were New York State; Connecticut, 55 percent; and Oregon, 58 percent.

Low percentages of volunteer registrar registration could indicate efficient registration by compensated Selective Service personnel and local board members or, in some cases, a lack of knowledge about the alternate registrars by young men.

In all states except two, headquarters reported that, from the standpoint of the registrar, it would be more convenient to have additional alternate registrars appointed.

Uncompensated registrars have generally been obtained through the efforts of the staff and members of local boards and state headquarters. The questionnaires showed that registrars most commonly are connected with schools — either high schools or colleges — and public institutions — city or county clerks, penal authorities, postmen, and veterans services personnel. School counselors were considered especially appropriate registrars since they are concerned with the total future of young men and are, therefore, in a position to have a meaningful perspective on a young man's military obligations.

To acquaint new registrars with their duties, the headquarters of both New York State and Washington State reported that they have published and distributed short introductory manuals.

E-1 Pay on the Rise

Beginning recruits are making almost 900 percent more monthly pay than they did 63 years ago. While an E-1 brought home an incredible \$15 a month in 1908, he now makes \$134 monthly.

Present E-1 pay is still low relative to non-military standards, but it promises to increase considerably. If Congress grants President Nixon the \$1.5 billion military budget increase he requested, pay for an E-1 with less than two years of service will increase 50 percent, to \$202, retroactive to May 1 of this year. Also included in the President's draft package are additional pay raises for E-1's next year.

The House of Representatives' draft bill, with a \$1.7 billion higher military manpower budget than the President proposed, would increase E-1 pay even more, to \$268 per month.

E-1 pay scales have been consistently low through the years. They have been increasing steadily from 1964, however, from a low of \$78 that year, to \$90 in 1966, \$96 in 1967, \$102 in 1968, \$115 in 1969, and \$124 in 1970.

A striking stagnancy in E-1 pay was experienced between the end of World War II and the beginning of the Vietnam buildup. The 1964 monthly wage for E-1's was the same as for the 12 previous years!

"Get the Facts . . ."

Continued from page 1.

To further spread the airing of the spots, PIO has asked the Advertising Council, a self-governing board of advertising agencies which oversees public service announcements, to publicize the availability of the spots in its newsletter. The spots can be obtained by writing Mr. Kenneth J. Coffey, Public Information Officer, Selective Service National Headquarters.

Supreme Court . . .

Continued from page 1.

stituted a "change in the registrant's status resulting from circumstances over which the registrant had no control," a condition required for the reopening of classifications after the issuance of induction orders.

The Supreme Court ruled that deciding that one wants to be reclassified a C. O. is not a circumstance over which a registrant has no control. The court further ruled that a young man whose C. O. beliefs crystalize after being mailed an induction order "will have full opportunity to obtain an in-service determination of his claim without having to perform combatant training or service pending such disposition."

Former State Director Appointed To National Post

Effective April 7, former Iowa State Director Glenn R. Bowles has been appointed Operations Division Manager at National Headquarters. Mr. Bowles replaces Col. Maxwell O. Jensen, the former Chief of the Operations Division, who has been made Deputy Manager of the same division.

Director in Iowa since 1955, Mr. Bowles has been a member of the Na-



Glenn R. Bowles

tional Selective Service Policy Committee since 1968. The University of Michigan graduate has had a wide background of experience. He has been a high school teacher, a sports coach, an employee of several private firms, and has served a number of years in the military. Mr. Bowles served in the Army during W. W. II and in the National Guard, 1947-53. He joined the Iowa Selective Service System in 1955, first as an Army Lt. Colonel and then as full Colonel. Since 1969, Mr. Bowles has been a civilian.

OFFICIAL NOTICES

The following issuances were rescinded April 2, 1971.

MEMORANDUM TO GOVERNMENT
APPEAL AGENTS (No. 1), issued
March 6, 1967

MEMORANDUM TO GOVERNMENT
APPEAL AGENTS (No. 2), issued
July 1, 1967

MEMORANDUM TO GOVERNMENT
APPEAL AGENTS (No. 3), issued
July 5, 1967

MEMORANDUM TO GOVERNMENT
APPEAL AGENTS (No. 4), issued
June 5, 1968

LETTER TO ALL GOVERNMENT
APPEAL AGENTS dated October
26, 1967

Announced to all Selective Service state directors February 25, 1971, Special Call No. 46 for doctors, dentists, and allied medical specialists may still need explaining to both those inside and outside the System.

The Special Call, for 1,531 doctors and 77 osteopaths, was levied on the states by Selective Service National Headquarters, on the basis of each state's available and the numbers requested by the Department of Defense. To be instituted in phases, from July, 1971, to January, 1972, this year's Doctors' Draft is occasioned by the end of active duty of those called in the Doctors' Draft of 1969. There was no need for a Special Call in 1970.

Five hundred and thirty-six dentists were originally included in Special Call No. 46, but the dentist call was subsequently cancelled by Defense in order to provide dental classes graduating in 1971 an expanded opportunity to volunteer for commissions into the armed forces. Cancellation of the dentist call annuls induction orders already issued to dentists, some of whom have established practices in their communities or are engaged in other civilian dentist careers. If a sufficient number of dentists do not volunteer by this June or July, Defense will be forced to reissue a special dentist call to meet its needs.

Following are more useful facts about this year's Doctors' Draft:

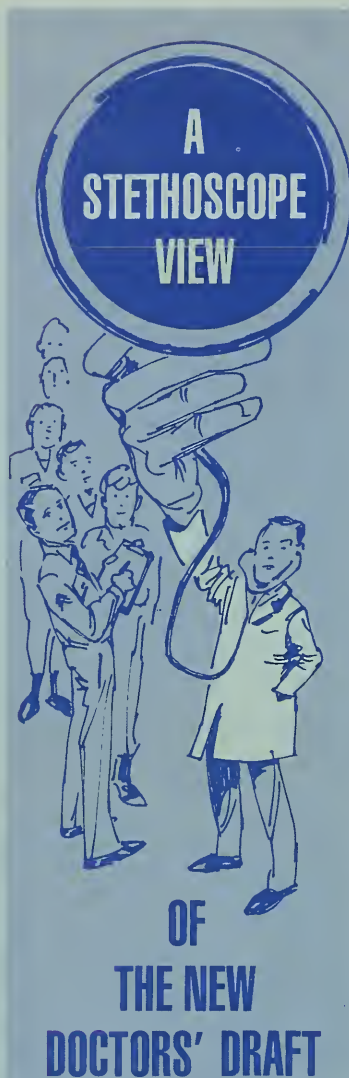
- At present there are 15,050 doctors and 6,500 dentists serving on active duty. By June 30, 1972, these numbers will be reduced to 14,000 doctors and 6,000 dentists due to a planned reduction in armed force to two and a half million men. During the interim, the services will need to obtain 9,000 doctors and 3,800 dentists.

- Medical school graduates have shown a small but steady increase, from 7,574 in school year 1965-66 to 8,367 in school year 1969-70, with medical school graduates being generally between 24 and 25 years of age.

- According to the Military Selective Service Act of 1967, physicians, dentists, and allied medical specialists (veterinarians, optometrists, osteopaths, and male nurses) who were previously deferred for any reason are subject to being called until age 35. Aliens who enter the United States after receiving their medical degree have draft liability until age 35.

- Presidential Executive Order No. 11527, issued April 23, 1970, provided that draft registrants, including medical specialists, are not eligible for I-A, or occupational, deferments unless these were requested or granted prior to April 23, 1970. Consideration will be given to the continuation of the I-A deferments already held on the basis of the registrant's essentiality to the national health, safety, or interest, or his essentiality to the community.

- Consideration will also be given for the deferment of special registrants on the basis of their essentiality to the community. The induction date of registrants who have been issued orders to report for induction shall be postponed the minimum time necessary to complete any review of their community essentiality; this postponement



should last no longer than 30 days, subject to a further postponement if necessary.

In addition, a postponement of induction, beyond that authorized to complete the commissioning process of special registrants, may be possible to allow additional time for communities and others to obtain replacements for registrants whose entry into service would be unduly disruptive to health services.

- If a local board receives evidence verifying that a special registrant applied for a Reserve appointment prior to January 1, 1971, the board will postpone his induction until the processing is complete; when the board receives an announcement of a registrant's Reserve appointment, it shall cancel the registrant's order to report for induction. Special registrants who submitted an application for a Reserve commission between January 1 and March 8, 1971, and are appointed on or before the date of issuance of an order to report for induction, shall

have their induction order cancelled also.

- Except for Berry Plan participants who wish to complete a residency in a medical specialty needed by the military, doctors are not deferred to complete residency training.

- Medical specialists generally serve as commissioned officers. If commissioned before age 26 they serve two years of active duty and four years in the Reserves. If commissioned after 26 they may resign their commission after active duty.

- The commanding General of the Army area in which the special registrant is examined allocates him to a branch of service; the branch of service makes assignments based on its needs.

- Doctors not called may induct voluntarily during special calls only by going to their local board and filling out the proper forms. Aliens on exempt visas may not volunteer, but, otherwise, aliens are drafted like natural-born citizens and may volunteer.

- When a special registrant applies for a commission, his date of entry onto active duty begins when the commissioning process is finished. If such a registrant does not apply for or accept a commission, his date of entry into service is the date of induction on his induction order; he may be drafted as an enlisted man and will serve in a capacity determined by the service to which he is allocated.

- The sequence of selection for special medical registrants is by random sequence number if under age 26 and youngest-first if over 26.

- Since doctors who plan to intern are not drafted until they have completed internship, the greater proportion of doctors called are over age 26. Special registrants under 26 who have completed their internship face a high probability of being called. Special registrants over 26 are most vulnerable prior to age 30.

- The phasing out of occupational deferments created a pool of available I-A and I-A-O special registrants from which selection can be made; as more classes of special registrants enter the pool, the percentage of the pool called should decline.

- Commissioned service in the U.S. Public Health Service is acceptable as an alternative to service in the military. Information concerning this program can be obtained from:

U. S. Public Health Service
Chief, Employment Operations Branch OS
Office of Personnel, OSC
9000 Rockville Pike
Bethesda, Maryland 20014

- The following offices will provide information regarding the numerous medical education programs sponsored by government agencies:

Office of the Surgeon General
ATTN: MEDMC-MT
Department of the Army
Washington, D. C. 20314

USAFMPC/SGPSSG
Randolph Air Force Base
Texas 78148

USAFMPC/SCPSE
Randolph Air Force Base
Texas 78148

Bureau of Medicine and Surgery
Navy Department
Washington, D. C. 20390



Selective Service NEWS

S.S.S. AWAITS CAPITOL HILL ACTION

Budget Hearings On

ective Service, after the appropriate fiscal views and revisions by several agencies, has requested from Congress a \$78,400,000 budget for fiscal year 1972. This year's proposal is \$2,1,000 higher than the \$76,049,000 budget for fiscal 1971.

Even with savings in some areas of the System, the slight budget increase is offset by other factors, with the net effect being a necessary reduction in personnel. (See "From the Director," page 2.) Costs have increased in such areas as personnel pay, which experienced a government-wide pay increase effective since January; the same time, System resources have had to be allocated to new functions, such as increased supervision and inspection, necessitated by recent court decisions.

The Selective Service appropriations request now being considered by the House of Representatives Appropriations Subcommittee on JD-Space-Science and the Senate Subcommittee on Independent Offices. Stated Director Curtis W. Tarr before the House subcommittee May 5, "I believe it is imperative for the Selective Service System to have the financial resources requested for fiscal year 1971.... We cannot do satisfactory work with fewer employees [than we plan for], given the level of registrations and inductions that we anticipate during the period, and the constraints under which we must operate."

The General Statement of the proposal shows that the System anticipates a slight increase in registrations during 1972, which will bring the total to the largest number in the history of Selective Service. While estimated registrations for 1971 total 1,961,000, those for 1972 are expected to increase to 2,032,000. The process of registration for most registrants, continues the statement, requires more actual work by local board employees than all other subsequent System processes.

Seventy-six percent of the proposed budget is allocated to local board operations. The proposed fiscal 1972 budget breaks down as follows:

	Dollars (millions)
National Headquarters	4.9
State Headquarters	13.9
Local Boards	59.5
National Advisory Committee	
National Appeal Board	1
	78.4

Cont'd on p. 2

Senate Bill

As it came out of the Senate Armed Services Committee, the proposed Senate draft extension and reform bill corresponded to the Administration proposals more closely than the final House version. (See S.S. NEWS, April, 1971) However, by press time it appeared that no speculation could be made on the specifics or timing of the final Senate vote.

The Senate committee "mark up" granted the President authority to induct men for two more years, until July 1, 1973, and to institute a uniform national call. It also authorized the President to phase out undergraduate student deferments, although, while the Administration proposal is retroactive to April 23, 1970, the Senate committee version stipulated that bona fide undergraduate students of the 1970-71 academic year would continue to qualify for deferments.

The Senate committee followed suit with the House in accepting the Administration proposals that if a man fails to register with a local board, he can be prosecuted up until five years after his 26th birthday, and also that throughout Selective Service law, the governing time factor will be the issuance of induction orders and not the date they are received. The Senate committee bill did not contain the House provision broadening the scope of the "sole surviving son" exemption.

The Senate committee "mark up" contained the following elements not in the Administration package:

■ A maximum ceiling of inductions per fiscal year was set at 150,000 draftees, with the provision that a

Presidential executive order could raise the ceiling "because of urgent national security reasons," provided the President first informed Congress of his reasons for doing so.

■ As in the House bill, local board members must be between the ages of 18 and 65; the tenure of service for members was limited to 20 years, as opposed to the House stipulation of 15 years.

■ If the President were to call up obligated Reservists for additional service, he could also call up conscientious objectors for an additional year, within four years of completion of their I-W work.

■ A high school student who became 20 his senior year would be allowed to complete his school year following the receipt of an induction order. (If a high school student became 20 before his senior year, this provision would not apply.)

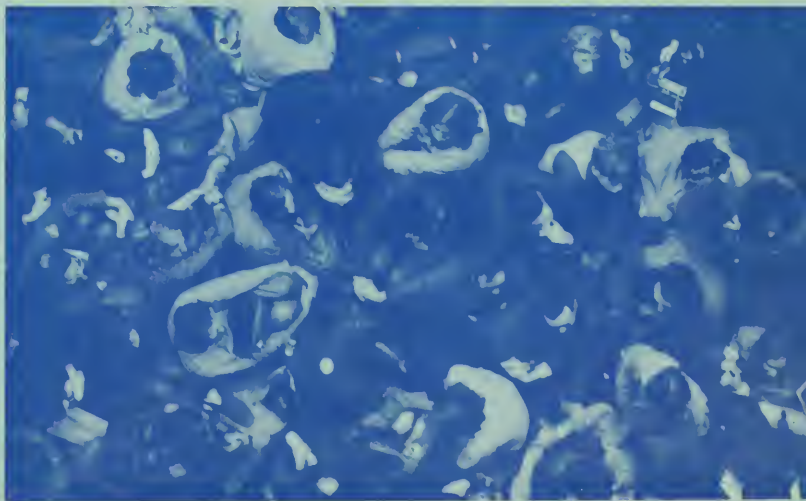
■ Divinity students would receive student deferments instead of the previous Administrative exemptions.

However, the final Senate version might differ considerably from the Senate committee "mark

Cont'd on p. 2

LOTTERY DRAWING WHEN?

Director Curtis W. Tarr has stated that the 1971 lottery drawing, for men who reach their 19th birthday in 1971, will probably be held in mid-July. He quickly added, however, that the date will be contingent upon the passage of the new draft legislation. Until there is a new draft law, no lottery.



The "view from the top" gave National Headquarters employees a unique perspective on April 27 demonstration activities outside the headquarters building. (Photo by Tom Gray) See story, page 4.

From the Director On the New Staffing Schedule

Many people in our System have asked with concern if the terminated plans for collocation would be resumed again after Congress completes action on Selective Service legislation. I want to assure all of you that the nationwide plan to collocate administrative sites of our local boards has definitely been cancelled. It will not be reconsidered as long as the System continues to operate at or near its present levels.

In order to insure that our local boards can adequately handle their workloads and that registrants are properly served, we must, however, change our staffing patterns for compensated personnel. State headquarters are now implementing a recently authorized staffing schedule which should improve the effectiveness and efficiency of many board offices. The schedule employs a mathematical formula to determine a minimum level of adequate staffing. The formula is then adjusted to accommodate local needs and considerations.

The new staffing patterns are necessitated by several factors. First, in the past there has been an inequitable distribution of local board compensated personnel. Some boards have been under-staffed while others have had more than adequate personnel support. For example, at the same time that a number of boards in urban areas have had to close their offices to the public for one or two days a week in order to keep up with required paper work, the offices of some smaller boards have stayed open full-time without enough activity to justify their schedules. These inefficient uses of our manpower were caused, to a great extent, by the inadequacies of our former staffing schedule. These inadequacies surfaced in work measurement studies conducted by Selective Service, as well as the General Accounting Office and the Office of Management and Budget.

A second and well known factor behind the revised schedule relates to the increasing complexity of our work in certain areas. While some aspects of local board activity have been reduced under the lottery system, others, particularly the areas of registrant accounting and filing, have become more demanding. In addition, legal requirements make it imperative that we have uniformity and correctness in all procedures. Consequently, we have had to allocate some of our resources to augment supervisory positions in the System at all levels.

The final factor, quite candidly, is money. In the interest of cutting government costs, the Office of Management and Budget indicated last fall that the Selective Service System's wage allotment for fiscal 1972 would have to remain approximately the same as for the previous

year. Compounding this restriction is the government-wide pay increase of this January, which has more than absorbed additional funds that might be used for personnel increases.

A look at the recent history of our staffing schedules may lend some perspective to our present situation. The first System-wide staffing pattern was introduced four years ago. This schedule in 1968 eliminated the former problem of widely different salaries for local board personnel doing the same work. Also, personnel were reallocated on the basis of the number of "active files" per board, in an effort to have all areas staffed equally.

The "equal pay for equal work" reform was successful, but, unfortunately, the conceptually sound method to establish proper work force placement did not accomplish its goal. One of the problems was the definition of "active files," which had to be refined in an eight-month project concluded in November 1970. This project excluded the relatively dormant files of registrants in Classes IV-F and III-A, and resulted in the new February 1971 staffing schedule.

The impact of this new schedule on our employees was expected to be somewhat eased by our now cancelled program of collocation. The net decrease in total personnel, if the revised staffing had been accompanied by collocation, would have come primarily from the near normal attrition of personnel during the reorganization period. However, the implementation of the staffing schedule must continue, although it is causing some reductions in force, decreases in work hours, changes in grade



structures, and realignment of office tasks where two or more board administrative sites have been traditionally grouped.

I deeply regret the effect the new schedule is having on some of our dedicated employees who have been diligently and conscientiously contributing to the System. However, the revised staffing patterns are necessary in our continued efforts to run Selective Service as efficiently and fairly as we can. I am very proud of the way our employees have responded to the changes we have witnessed in recent months, and I am confident that we will all accept future changes with equal determination and with continued dedication to our important work.

Where is the Classification Picture?

It hasn't been developed yet. The monthly "Classification Picture" has been discontinued because the Director has decided it is unnecessary to ask the states to compile the relevant classification statistics each month. Instead, National Headquarters is collecting classification figures just twice a year, for the Director's Semiannual Reports to Congress. Figures for the periods January 1-June 30 and July 1-December 30 will appear in Selective Service News as soon as they become available.

Budget Hearings On

Cont'd from p. 1

The House subcommittee is expected to "mark up," or create their own version of, the appropriations request, and then report it out of committee and onto the House floor for a vote sometime in June. Since appropriations bills originate in the House, the Senate must wait to act until the House has voted. If there are differences in the House and Senate versions, a joint conference must be held to iron out the differences.

Very likely, the final appropriations authorization will not be completed by the end of this fiscal year, June 30. In this case, as has been the circumstance in all recent years, Congress will pass joint resolutions continuing funding for the System until an appropriations bill is actually signed into law by the President. Last year an appropriations law for Selective Service was not enacted until December 17, and before that date resolutions were passed monthly stipulating that no more money could be spent than was spent in the same periods the year before.

Senate Bill

Cont'd from p. 1

up." By press time, the Senate had voted down several amendments to the draft bill, with a number of other amendments coming up for vote. Already defeated were an amendment by Senate Majority Leader Mike Mansfield (D-Montana) which would have required the President to cut back the 300,000-man United States NATO force in Europe to 150,000 and four other bills which were modifications of Mansfield's.

In addition, Sen. Mike Gravel (D-Alaska) was threatening to filibuster past June 30 to, in effect, kill the President's induction power. Senate Armed Services Committee Chairman John Stennis (D-Mississippi) was countering with the promise to join Minority Leader Hugh Scott (R-Pennsylvania) in forming a cloture petition to limit debate and, thereby, force a vote before the President's induction authority expires.

A Senate-House conference to iron out differences in the two Congressional draft bills is necessary before the resulting bill goes to the President for signature into law.

C.O. Alternate Service Jobs Expanding— California Begins New Ecology Corps

Immediate work opportunities for the some 600 I-W's required to begin service each month are being as varied as the men themselves. Several C.O.'s are now working for VISTA. Over 500 are employed overseas.

A list of other current C.O. jobs includes: electricians, electronics specialists, hearing aid repairmen, agricultural credit specialists, teachers of English to foreigners, a lighthouse attendant, holders of science fellowships, children's home "parents" (sometimes a C.O.'s wife is a parent) also, child care workers, volunteers at the U. S. Army Medical Research and Nutrition laboratory in Colorado, livestock research helpers, inhalation therapists, road maintenance workers, and lawyers, as well as the more common on hospital jobs, such as orderlies and janitorial helpers. Employers of I-W's run the gamut from hospitals to rehabilitation centers, homes and orphanages, health and welfare departments, poultry centers, bureaus of mines, courts, Indian reservations, community houses, migrant camps, the Y.M.C.A., and well over 100 religious denominations. Out-of-state work opportunities, with the cooperation of the relevant state director, are increasing.

California has just launched an Ecology Corps for C.O.'s and other volunteers. The new California force will work in state and national parks to clear streams, improve beaches, help with re-forestation projects, build fire breaks, and be on stand-by duty for disasters, such as fires, floods, earthquakes, and oil spills. Major Bill D. McCann, Chief of the California C.O. Division, said I-W's volunteering for the new corps will live in State Department of Conservation facilities which were scheduled for closing. Receiving a base pay of \$40 per month, plus more during the fire season, participants' salaries will average \$80-\$100 monthly over a year's period. Already many I-W's and non-I-W's have volunteered for the project, said Major McCann.

OFFICIAL NOTICES

April 23, 1971—Local Board Memorandum No. 111, Subject: "Reopening of Registrant's Classification," Amended: April 23, 1971.

April 27, 1971—Local Board Memorandum No. 99, Subject: "Procedures to Implement Random Selection Lottery System," Amended: April 27, 1971.

Who Does What in the Office of The General Counsel

In effect since the beginning of May is a reorganization in the Office of the General Counsel at National Headquarters and in the field.

Heading the office since January is General Counsel Walter H. Morse. Mr. Morse is responsible for the operation of the entire office, supervising the work of ten staff attorneys and serving as legal advisor to the Selective Service National Director.

Directly under him is Deputy General Counsel Henry N. Williams, who acts for the General Counsel in his absence and is responsible for the administration of the office. Mr. Williams is also in charge of drafting proposed legislation, regulations, executive orders, local board memoranda, and other directives.

Reporting to Mr. Morse and Mr. Williams are three Assistant General Counsels. Lt. Colonel Roy R. Bartlett is Assistant General Counsel for administrative matters, which means that he interprets Selective Service law, regulations, and other directives for both state headquarters and National Headquarters personnel. Colonel Bartlett is the General Counsel's day-to-day contact with state directors and their staffs, except with respect to trial litigation and appellate matters. Assisting Colonel Bartlett in administrative matters is Lt. Colonel Robert Murphy.

Assistant General Counsel for trial litigation, Mr. Harry G. Charles, assists both the Justice Department in the preparation of the Government's position in Selective Service cases and United States Attorneys in presenting Selective Service cases in Federal District Courts. Mr. Charles is also the General Counsel's contact with all attorneys at state headquarters and regional offices on Selective Service cases in the Offices of United States Attorneys. Assisting Mr. Charles in trial litigation matters is Mr. Lloyd Martin.

Lastly, responsible for advising on and preparing briefs of cases on appeal to the United States Supreme Court and also the United States Courts of Appeals is the Assistant General Counsel (appellate), Colonel Clarence R. Harris. Colonel Harris also recommends a position to the General Counsel regarding registrant requests for parole and is responsible for all matters involving aliens.

Assisting other divisions in matters relating to conscientious objection is Mr. James Davis, Jr. In addition to supervising prosecutive reviews of conscientious objector cases, Mr. Davis, by close liaison with all sections of National Headquarters, helps maintain consistency in the application of conscientious objector provisions in the regulations and law.

In addition, General Counsel Morse added, more legal assistance will be provided to all the state headquarters and United States Attorneys and their staffs by 13 regional and assistant regional attorneys, whose positions have been approved by the Director of Selective Service. These attorneys will be located in: Region III—Philadelphia (2), New York City (1); Region IV—Atlanta (1); Region V—Chicago (3); Region VI—New Orleans (1); Region VII—Denver (1); and Region IX—San Francisco (1), Los Angeles (1), Phoenix (1), Northwest (1). In addition, three attorney advisor positions have been approved for state headquarters, with the requirements of other state headquarters still being evaluated.

New Training Program Underway

A new System-wide training program, intended to promote equity for registrants and to ensure uniformity in Selective Service procedures, is now underway. The project will soon involve all employees in the System, including local board personnel and members, supervisors, regional offices, and the staffs at state and National Headquarters.

Launched in January with the creation of a small Training Department at National, the project has already seen the development of an "Indoctrination Program" for new state directors. New Connecticut State Director Frederick W. Palomba was the first "student."

Of instruction directed toward local boards, a course on registration has been completed and was piloted at Kentucky State Headquarters' yearly "Academy" for new employees held June 7-11. In attendance at Kentucky's five-day training session were area and group supervisors from Nevada, Wyoming, Delaware, New Hampshire, and the District of Columbia, all of which do not have training specialists.

Under the uniform training program, courses will be structured to cover all aspects of the Selective Service System. They will be taught literally "by and for the people;" some will be teachers and others, students, with many students developing into teachers and, thereby, building a unique training team. For example, local board executive secretaries will be given training in their area of responsibility, including instruction in techniques that will help board members in keeping abreast of changes within the System.

Soon to be available are courses on classification, examination, delivery for induction, conscientious objection, appeals, supervisory instruction techniques, and the lottery system, as well as on registration. Special courses will be offered to keep up with procedural changes.

Instruction will be given in classroom and workshop situations and on-the-job. Certain courses will be offered by other government agencies and some by non-government sources.

The philosophy behind the training plan, explained Mr. George Polansky, head of the Training Department, is to use training material that has been developed in many states over the years and make this available to the entire System. This material will be re-evaluated and re-written if necessary. Then visual aids will be developed, and field tests conducted.

Already, most state headquarters have nominated a person to be their training specialist. After being exposed to the most modern educational practices, these specialists will build a training team of the people in their state. This team effort will provide meaningful supervision, education, and work experience to all.

Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1968.

This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act of 1967, or any other acts of Congress.

Communications should be addressed to: Office of Public Information, National Headquarters, Selective Service System, 1724 F Street, N.W., Washington, D. C. 20435. For sale by the Superintendent of Documents, U. S. Government Printing Office, Washington, D. C. 20402—price 10 cents (single copy). Subscription Price: \$1.00 per year; 25 cents for foreign mailing.

RSN Ceiling Now 125 – 20,000 is Combined May-June Call

The random sequence number ceiling was raised to 125 beginning in May. 125 will remain the highest lottery number any board can reach to fill their calls through June.

125 is 25 numbers higher than the ceiling during the first four months of this year, but is 55 points lower than the highest authorized RSN in June 1970.

The peak RSN will probably be reached in the summer. After that time, calls will be filled to a large degree by registrants who have lost their undergraduate deferments.

While the Department of Defense first requested 15,000 men to be drafted in May, it then reduced that number to a 20,000-call for May and June combined. Defense has now requested 88,000 men through June of this year, compared to 99,500 through June 1970.

Concerning the number of men to be drafted for the rest of the year, Secretary of Defense Melvin R. Laird announced that no more than 10,000 men per month would be needed. This would mean that, at a maximum, 148,000 men would be drafted in 1971, in contrast to 163,500 last year.

Secretary Laird stressed that the 10,000 per month figure was a "maximum"; he expects the final yearly total to be only about 142,000, 21,500 lower than last year's total and the lowest since 1964.

Monthly draft calls and RSN ceilings for the first six months of 1970 and 1971 are as follows:

	1970	RSN	1971	RSN
JAN	12,500	30	17,000	100
FEB	19,000	60	17,000	100
MAR	19,000	90	17,000	100
APR	19,000	115	17,000	100
MAY	15,000	145	20,000	125
JUN	15,000	170		125

National Personnel Visit Local Boards

Personnel from the National Headquarters Operational Divisions of Plans and Analysis and Inspection Services, as well as from the Office of Public Information, have just finished visiting local boards in the Washington, D. C. area.

Upon the request of Assistant Deputy Director for Operations Daniel J. Cronin, some 40 national staffers have observed administrative operations and meetings of local boards in order to gain a deeper understanding of their activities. Boards involved were asked to actually put their visitors to work.

One young participant in the program said his day with the Alexandria, Virginia local board began at 6:00 a.m. when he helped deliver men for induction. Later in the day he helped address envelopes, sort files, and greet registrants.

Mr. Cronin said he wants to encourage state headquarters to institute similar programs so that all employees will better understand the heart of the Selective Service System—the local boards.

ONE THOUSAND YOUNG PEOPLE and 500 adults descended upon a Y.M.C.A. camp in Estes Park, Colorado, April 18-22, to attend the first White House Conference devoted entirely to youth. Participants were designated to one of 10 task forces which dealt with topics concerning them and the nation. Four Selective Service officials and five Youth Advisors were delegates to the draft and national service task force, which passed resolutions favoring the improvement of the quality of military life, among many others. Here, Illinois Youth Advisor Larry Sumner, co-chairman of the draft group, confers with a delegate.

Protestors at National Headquarters Non-Violent

Some 200 demonstrators gathered at the front of the National Headquarters building in Washington, D. C. April 27 and 28 in protest over U.S. involvement in Vietnam. Standing and sitting, the mostly youthful protestors were non-violent. They asked Headquarters employees to sign the "People's Peace Treaty" and presented Director Tarr with a series of "demands," including a plea that the draft be eliminated or extended for no more than six months or a year.

Mid-morning in the first day of protest, 150 demonstrators staged a sit-in around National's front door. Several employees were prevented from re-entering the building after lunch.

A plan previously worked out between National Headquarter's officials and the leadership of the People's Coalition for Peace and Justice would have allowed small groups of demonstrators to enter National Headquarters, one after another, to talk with employees in the Public Information Office. A memorandum was circulated throughout the building informing employees that anyone who wished, could go to the PI Office and join the discussions. This arrangement had to be discarded, however, when the majority of demonstrators voted to stage a sit-in instead of talking in the agreed upon manner.

Despite subsequent restrictions upon entry, seven of the demonstrators talked for well over an hour with employees and Director Tarr. The dialogue ranged from the war in Vietnam to U. S. military policy and the draft system. After the session, Dr. Tarr stated, "While I personally do not agree with all of their conclusions, I believe that we share a common concern for the need to solve the serious problems that plague our country. The understanding that can come from reasonable discussions of the issues between reasonable parties," he continued, "is a step in that direction."

Following the first day of protest, many demonstrators spent the night outside the Headquarters. Joined by others the next morning, they blocked the front door of National and prevented employees from entering the building from approximately 6:30 a.m. to 9:30 a.m.

The group periodically formed a human carpet and invited employees to walk over their bodies. Police had to be called to take the sitters away, and more than 200 were arrested.

Demonstrations at Selective Service came in the midst of two and a half weeks of anti-war protest in the nation's capital. Included during that period were a five-day Vietnam Veterans Against the War protest, a rally of thousands in front of the Capitol, numerous demonstrations at government buildings, lobbying in Congress, and an unsuccessful attempt May 3 to stop "business as usual" by blocking traffic during the morning rush hours.





Selective Service NEWS

AUG 17 1971

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As soon as the new Military Selective Service Act is signed by the President, a Special Issue of Selective Service NEWS will be published to explain in detail all changes in draft law.

E.E.O. PROGRAM WELL LAUNCHED SUGGESTED E.E.O. ACTION PLAN SENT TO STATES

An 11-point Equal Employment Opportunity (E.E.O.) Affirmative Action Plan was sent to all state directors by National Director Tarr at the end of May. "Equitable representation of all citizens within all areas of the Selective Service system is paramount in order to maintain a cohesive operation," stated Dr. Tarr in his accompanying letter.

Many state directors have responded to Dr. Tarr's communication with enthusiastic support for the E.E.O. plan. The plan is a recommended guide for state directors outlining existing E.E.O. situations, including uncompensated as well as compensated personnel, where there is room for improvement. It suggests actions to better these situations, along with target-dates, and it spells out to which personnel the responsibility for the improvements could be delegated. Among specific items listed in the plan are: the need for information concerning E.E.O. to flow to all levels of Selective Service; the responsibility of each state director to implement an E.E.O. action plan in his state; the need to increase the number of minority group and female personnel; the need to enlist the active participation of all supervisory personnel in E.E.O. efforts; the need to increase the number of minority group Reservists earmarked for service in the System; and the need for E.E.O. counseling and prompt, impartial processing of complaints.

Selective Service E.E.O. Director Reynaldo P. Maduro is assisting state directors to augment their recruiting methods with more communication with minority groups. To this end, he sent out in late June various aids, such as a directory of organizations serving minority communities,

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Executive Secretary to be Honored

In commemoration of the 51st anniversary of the ratification of the 19th (women's suffrage) Amendment to the United States Constitution, on August 26, Selective Service is instituting an Outstanding Female Executive Secretary of the Year Award. The winner of this year's honor will be announced in early fall.

The award will be presented each year to an outstanding female executive secretary who has been with the System at least three years and who has been an executive secretary during the current fiscal year. For example, women who were executive secretaries any time during fiscal year 1971, which ended June 30, 1971, will be eligible for the 1971 award.

Each state director may submit one nomination for the award to National Headquarters. The winner will then be selected by a special award committee. The winner will have demonstrated outstanding service during the year. She will have shown a high degree of personal integrity and judgment, and a high quality of leadership and/or sustained personal performance.

The award honors Selective Service an

opportunity to pay tribute to its many dedicated women employees. As of March 31, 1971, women represent 17.3 percent of the System's total paid and volunteer personnel force.* Among paid employees women "dominate" the System, representing 89.5 percent of all compensated workers, or 7,303 out of 8,160 people. Among the System's volunteer employees, female participation is less than the System would like, and Selective Service is trying to encourage more women to serve in non-compensated capacities. Of the System's 37,865 uncompensated personnel, only 1.8 percent, or 693, are women. Serving as local board members are 288 women, 1.5 percent of a total of 18,675 board members. In other volunteer positions, women represent .5 percent of all state appeal board members (3 women); 5.8 percent of all Advisors to Registrants (369 women); .3 percent of all Government Appeal Agents (5 women); 4.1 percent of all state medical advisors (12 women); and less than .05 percent of Medical Advisors to Local Boards.

*Figures do not include statistics for Hawaii and Puerto Rico.

MUST EXHAUST ADMINISTRATIVE REMEDIES, SUPREME COURT RULES

A registrant's defense in court of erroneous classification is barred if he has failed to exhaust the administrative remedies available to him under Selective Service law, where the classification decision must be based on careful factual analysis, the United States Supreme Court ruled on May 17.

The High Court affirmed the decision of the Second Circuit Court of Appeals in the Vincent S. McGee, Jr. case by an 8-1 vote, with Justice William O. Douglas dissenting.

McGee had been convicted and sentenced to two years in prison for failing to submit to induction, failing to report for a preinduction physical examination, failing to keep possession of a valid classification notice, and failing to submit requested information relevant to his draft status. His principal defense against liability for re-

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"Before You Enter the Army"

Envelopes containing induction orders will be heavier by late August. By that time, the Department of the Army will have distributed to Selective Service state headquarters, for distribution to local boards, "Before You Enter the Army," a better than 5,000-word pamphlet describing in detail the induction process and what to expect in military life.

Selective Service has agreed to include the pamphlet with Orders to Report for Induction in a first-time joint effort with the Army to thoroughly orient men to induction and to the military before they begin military service. After his review of the publication, Dr. Tarr sent a letter to the Department of the Army saying, "I find that it (the pamphlet) is very informative and believe it will materially assist you in your mission."

"Before You Enter the Army" contains information on what a draftee should bring to the induction station, what happens at the station, basic training, and service life in general, including where a draftee can get help with legal, medical, or personal problems, and other draftee rights and responsibilities in service. The booklet also includes useful information for a draftee's

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SUPREME COURT RULES CLAY NOT GUILTY OF DRAFT VIOLATION

The United States Supreme Court ruled on June 28 that Cassius Clay Jr., also known as Muhammad Ali, is not guilty as convicted four years ago of willfully refusing to submit to induction. The decision of the High Court was unanimous, 8-0, with Justice Thurgood Marshall abstaining.

The Court reversed the decision of the Court of Appeals of the Fifth Circuit on the grounds that Clay's induction order was invalid, being founded on an erroneous denial of his conscientious objector (CO) claim.

The CO claim of the famous boxer, now age 29, was based on his Black Muslim religion. After his claim was turned down by his local board in 1966, he appealed to the Kentucky Appeal Board. The appeal board then tentatively classified him I-A, but referred his file to the Department of Justice for an advisory recommendation, in accordance with the then provision in section 6-J of the Military Selective Service Act. (This provision was eliminated when the Selective Service Act was amended on June 30, 1967.)

Accordingly, the Federal Bureau of Investigation then conducted an "inquiry" concerning Clay and a hearing was held before a Department of Justice hearing officer. The hearing officer concluded that Clay was sincere in his CO belief on religious grounds, and he recommended to Justice that CO status be granted.

"Notwithstanding this recommendation," states the High Court decision, "the Department of Justice wrote a letter to the Appeal Board, advising it that the petitioner's conscientious objector claim should be denied."

The appeal board then denied Clay's claim, and he was later ordered to report for induction. When he refused to take the "step forward" on April 28, 1967, conviction followed.

From the recommendation of the Department of Justice, "... it is evident that Selective Service officials were led to believe that the Department (of Justice) had found that the petitioner had failed to satisfy each of the three basic tests for qualification as a conscientious objector," ruled the

Court. The basic tests for qualification stated by the Court were that a registrant be opposed to war in any form, that he be opposed on the basis of religious training and belief, and that his opposition be sincere.

The Solicitor General for the United States Government did acknowledge to the Supreme Court that Clay's beliefs are based on religious training and belief and that these beliefs are sincere. Agreeing with the Government the Court added, "It is indisputably clear... that the Department (of Justice) was simply wrong as a matter of law in advising that the petitioner's beliefs were not religiously based and were not sincerely held." In reference to the "sincerity" issue, the Court said, "The Department of Justice was wrong in advising the Board in terms of a purported rule of law that it should disregard this finding simply because of the circumstances and timing of the petitioner's claim." (For a chronology of the Clay case, see Selective Service NEWS, March 1971.)

Since the state appeal board gave no reason for its denial of Clay's CO claim, it is impossible, the Court said, to know which of the three grounds stated in the Department of Justice letter was used for that appeal board denial.

The Court referred to a similar case it had ruled on 16 years ago (Sicurell v. U. S.). The Sicurell decision stated: "We feel that this error of law by the Department (of Justice) to which the Appeal Board might naturally look for guidance on such questions, must vitiate [make void] the entire proceedings at least where it is not clear that the Board relied on some legitimate ground. Here, where it is impossible to determine on exactly which grounds the Appeal Board decided, the integrity of the Selective Service System demands, at least, that the Government not recommend illegal grounds."

Although Clay's draft eligibility is extended to age 35 because he has been previously deferred—into Class I-Y in 1964—his being called is extremely unlikely because of his position in the Order of Call. (Selective Service Regulation 1631.7)

Many Youth Become System Employees for Summer

Selective Service has launched its participation in the 1971 Federal Summer Employment Program for youth with an emphasis on providing jobs for disadvantaged young people. Disadvantaged youth, chosen through schools and state and city employment offices according to criteria set by the United States Department of Labor, are now working as temporary summer aides at state and National Headquarters, as well as at some of the larger local board offices.

Under the President's Youth Opportunity Stay-in-School Campaign, many college and high school students who have worked for the System part-time during the school year are now working part and full-time during their vacations.

The young employees, the majority of whom are women, are paid the national minimum wage, except in certain areas where the minimum wage is higher than the national standard. They are employed as typists, file clerks, warehouse stocking clerks, etc.

This summer National Headquarters also has two law student interns working in the Office of General Counsel as law clerks, and five Selective Service Youth Advisor interns. The Youth Advisor interns are:

Mr. J. Brewster Bede, 22, Washington State; Mr. Barry S. Fujishin, 21, Idaho; Mr. James Hume, 21, Virginia; Mr. Ray Maesta, 25, New Mexico; and Mr. James L. McCarthy, 21, Arizona. The interns are working on a wide variety of projects under the Public Information Officer and the Equal Employment Opportunity Director.

Selective Service has employed young people during the summer months for many years, but programs especially designed for the disadvantaged and students began in 1965. The System has employed Youth Advisor interns for three-month periods since last June. So far, 15 Youth Advisors have participated in the intern program.

While a figure count of this year's young summer employees is not yet available last summer, 10 young people worked at National and 174 others in the Selective Service System throughout the rest of the country under the program for the disadvantaged. Sixty-nine youth participated in the Stay-in-School program during the school year and, of these, many continued in the program during the summer. National Headquarters also employed several YAC summer interns.

Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1968.

This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Act of 1967, or any other acts of Congress. Communications should be addressed to: Office of Public Information, National Headquarters, Selective Service System 1724 F Street, N.W., Washington, D.C. 20435. For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402—price 10 cents (single copy). Subscription Price: \$1.00 per year, 25 cents additional for foreign mailing.

E.E.O. Plan

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state by state; suggestions on how to better communicate with minority colleges; and a pamphlet of suggested goals and actions for the upward mobility of lower level employees. Demonstrating his commitment to the E.E.O. plans, Dr. Tarr has authorized an increase in the membership of local boards where no vacancies exist but where minority group members are needed to achieve proportional representation.

The Affirmative Action Plan was developed by Maduro and the State Directors Committee on Equal Employment Opportunity established by Headquarters Order No. 180 on May 28. Members of the committee, whose purpose is to promote understanding of state and national problems and to develop more effective E.E.O. policies, are Mr. Ernest D. Fears, Virginia, chairman; Mr. Victor Bynoe, Massachusetts; Col. Melvin N. Glantz, Texas; Col. Arthur A. Holmes, Michigan; and Mr. John F. Martin, the District of Columbia.

Already Michigan State Director Holmes has launched a pilot recruiting project for uncompensated positions to be implemented beginning August 31. This project includes distributing materials to civic and social groups to solicit participation in Selective Service. It also involves coordinating with other government agencies having local offices in Michigan, such as the Community Relations Service of the United States Department of Justice and the Community Action Program of the United States Office of Economic Opportunity, which will provide publicity of the fact that positions in Selective Service are available.

In a news release June 19, Michigan Senator Robert P. Griffin "commended Dr.

Tarr and [Michigan State Director] Col. Holmes for their efforts to ensure that local boards more closely reflect the ethnic make-up of the communities they represent."

Maduro stressed that the E.E.O. Affirmative Action Plan is a guide to state directors to show how they might add to their existing recruiting techniques.

A chart of minority group representation in Selective Service as of March 31, 1971, follows:

STATE HEADQUARTERS

	American Negro	Indian	Spanish American	Oriental
Military	4	0	7	3
Compensated:				
Full Time	157	4	26	14
Part Time	8	0	0	1
Intermittent	3	0	4	0
Uncompensated:				
Medical Advisors	4	2	11	1

FIELD UNITS

Compensated:				
Full Time	272	9	111	85
Part Time	14	2	16	7
Intermittents	0	0	1	0
Uncompensated:				
Local Board				
Members	1,424	65	623	90
Appeal Board				
Members	51	2	15	9
Govt. Appeal				
Agents	35	3	87	12
Assoc. Appeal				
Agents	25	0	29	4
Medical Advisor				
to Local Boards	122	0	99	24
Advisors to				
Registrants	352	4	177	25
TOTALS	2,471	91	1,206	275

Exhaust Remedies

Continued from page 1

fusing induction was that his local board had erred in classifying him I-A.

The Supreme Court decision cited the *McKart v. United States* case (1969). This case specified that failures by registrants to exhaust administrative remedies may deny Selective Service important opportunities "to make a factual record" for purposes of classification, or "to exercise discretion or apply its expertise" in the course of its decision-making.

McGee argued that he was erroneously denied status as a ministerial student. "But he had never requested that classification nor had he submitted information that would have been pertinent to such a claim," said the court decision.

The decision continued, "... McGee made no effort to invoke administrative processes for fact finding, classification, and review."

McGee did apply for conscientious objector status by filling out and returning the Special Form for Conscientious Objectors (CO), adding a further statement of his beliefs. After he graduated from college and lost his undergraduate deferment, however, he refused to fill out a Current Information Questionnaire, and announced that he would not cooperate with the Selective Service System. His board then reviewed his case, rejected his CO request and classified him I-A. McGee claimed in court that the I-A classification was erroneous. "But after the [CO] claim was rejected he did not invoke the administrative processes to correct the error," the Supreme Court said. McGee did not seek a personal appearance or an appeal. The Court ruling stated that his failure to exercise his right of appeal deprived the appeal board the opportunity to "apply its expertise" and the opportunity to supplement McGee's case with any specific inquiry into the sincerity of his CO claim.

By the McGee decision, noted the Selective Service Office of General Counsel, the Supreme Court has recognized the integrity of the System. "Selective Service should continue to carefully ensure all registrants every administrative remedy available to them."

OFFICIAL NOTICES

May 24, 1971—Local Board Memorandum No. 105, Subject "Deferments, Postponements for Peace Corps Volunteers, Preinduction Physical Examinations," Amended. May 24, 1971.

May 25, 1971—Local Board Memorandum No. 120, Subject: "Preinduction Processing of Registrants in Deferred Classification," Issued. May 25, 1971.

June 10, 1971—Local Board Memorandum No. 116, Subject: "Induction of Registrants Disturbed from their own Local Boards and Transfers for Examination," Amended June 10, 1971.

LITTLE NOTES OF BIG INTEREST

The Department of Defense terminated Special Call No. 45 for optometrists on April 30, 1971, because sufficient numbers of registrants have been appointed or scheduled for appointment to meet the needs of the Army, Navy, and Air Force.

Physicians and allied medical specialists subject to the current Doctors Draft may be considered for deferments based upon their essentiality to their community. This essentiality is valid only if the medical specialist is directly involved in patient care, and his removal from the community would result in an extreme shortage of an essentially critical community service and where a replacement cannot be found by the community involved in the time allotted for a postponement of induction. (See Selective Service News, May 1971)

Appointments of local board executive secretaries which were not for a ten-year period were to have been changed to meet this time period requirement by June 1, according to a letter to All State Directors dated May 3. State directors are authorized to extend this period of service for additional ten-year periods.

Cases of registrants failing to report for their civilian work assignments are now

being sent to the Selective Service regional attorney servicing the state in which a registrant's civilian assignment is located. Under this new procedure, beginning July 1, regional attorneys review cases to determine whether or not the registrant should be reported to the Department of Justice for prosecution. Formerly, cases of violation of Section 1660.30 of the Selective Service regulations were sent to National Headquarters for prosecutive determination.

Whenever possible, local boards should try to have more than one compensated employee authorized to take official actions, such as selecting and ordering registrants for examination and induction. In a letter to All State Directors June 2, Assistant Deputy Director for Operations Daniel J. Cronin said that some boards have only one person so authorized. "If that employee is absent, operations can be slowed down." Boards can pass a resolution authorizing more personnel to act in their behalf, so long as these employees act in accordance with their job descriptions and within the scope of responsibility assigned them by the state director. (Reg. 1604.59 and 1931.7(a))

!!Successful!! Publicity!! Campaigns!!

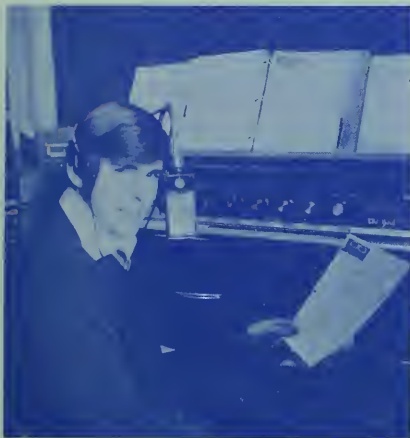
Over 10 years ago the Mississippi state director asked a local board clerk to prepare a poster reminding young men of their obligation to register within five days of their 18th birthday. The posters have been tacked up wherever young men are likely to see them: schools, colleges, courthouses, post offices. Executive secretaries have been encouraged to contact school systems in their area two to three times a year, to make sure they have the posters and other informational materials concerning the draft.

About two years ago Mississippi State Director James L. Davis thought it might be well to give the poster a new face, so he offered any Mississippi Youth Advisor or local board employee a \$25 bond for designing a better-looking reminder. But the Mississippi Youth Advisory Committee and the state director himself found the original poster still Number 1!



"P.T.A. Batman" is upstaged by the reminder, designed by a Mississippi local board clerk, that "You Must Register" at Murrah High School in Jackson, Mississippi. One student examines the Alphabetical Random Selection Sequence Chart.

"... A word of advice to young men: Do not wait until you receive an (induction) order before getting to know your local draft board, or before learning about Selective Service laws." Randy Smith of Station KGAY in Salem, Oregon, looks over the copy of a radio-TV spot prepared by Oregon State Headquarters.



For two years now Local Board Chairman Ted A. Smith of Pendleton, Oregon has had the idea of providing radio and TV stations in his state with prepared spots to remind young men of their responsibility to register, and also of their opportunity to receive information regarding their rights and responsibilities from their local draft boards. Upon the suggestion of Mr. Smith, who is the owner of radio and TV stations in eastern Oregon, state headquarters began writing and distributing written spots early this spring.

After the spots were written by state headquarters, they were edited by both Mr. Smith and a Reservist who works for a TV station in Portland. Receiving the endorsement of the Oregon State Broadcasters Association, the spots were first piloted on Mr. Smith's stations, and now are being aired throughout the entire state.

Before Entering

Continued from page 1

family, and the draftee is encouraged to fill out various facts on a form on the last page which can be torn out and given to his family.

The pamphlet's discussion of what a draftee should bring to his induction center is an expansion of what appears on a registrant's Order to Report for Induction. It spells out the kinds of official documents he should bring with him concerning any trade or skill he has, so that the armed services can try to place him where his knowledge can best be utilized. Specifically, the pamphlet suggests that men bring union cards, laboratory or other qualifying licenses, certificates of trade school completion, diplomas or certificates of completion from college or commercial schools, and certificates of job qualifications from former employers.

As an interim measure until the pamphlets are distributed, the Army has already distributed to Selective Service a statement to be included with induction orders which suggests that men bring these kinds of ability documentation to induction.

Among numerous other suggestions and facts, the pamphlet points out, "You do not have to get a 'skinned head' haircut."

Requests for Medical Review Now Processed Through Selective Service

Effective June 1, 1971, all written inquiries regarding a registrant's physical acceptability for military service are being processed through Selective Service. Selective Service procedures require that such inquiries be made prior to the issuance of an Order to Report for Induction. It is recommended that such medical reevaluation requests be supported by medical evidence.

Formerly, the Surgeon, United States Army Recruiting Command (USAREC) made such reviews and replied directly to the inquiry. It has been decided that Selective Service is the more appropriate avenue for processing since it is Selective Service that selects and delivers men for the physical exam.

Under the new procedure, announced in a May 27 Letter to All State Directors, local boards process an inquiry and forward it to the state director for his review. The state director then forwards all information

to the AFEES which originally examined the registrant, unless he finds good reason not to do so. After review of the case, including, perhaps, a reexamination of the registrant, the AFEES forwards all information and a tentative determination of the case to Headquarters, USAREC, where final determination of the registrant's medical acceptability is made. Upon receipt of the acceptability determination, the local board then informs the registrant.

Because of operational considerations the opportunity for this final review is offered a registrant one time only, except in cases where the state director decides that a substantive change has developed in a registrant's condition or that a criticism of the reevaluation is valid.

Local boards should notify a registrant who requests a medical review after the issuance of his induction order to bring any new documentation to the induction station when he reports for induction.

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Selective Service NEWS

FIRST TRAINING SESSION GREAT SUCCESS



Enthusiasm ran high at the System's first national training seminar July 11-16 in Denver, Colorado. Here is a typical workshop class at the week of fiscal instruction. Visiting are Deputy National Director Byron V. Pepitone (in front, second from left) and Assistant Deputy Director, Administration, John D. Dewhurst (in front, right).

This is to certify that Albert J. Sabatino has completed a one week seminar of training in the use of the Fiscal and Procurement Manual and in the use of forms and the procedures it illustrates." Mr. Sabatino was presented this certificate at the graduation ceremony of the System's first national training session held July 11-16 in Denver, Colorado. The other 152 students at the session received their certificates at ceremonies conducted in their own states by their state directors.

The fiscal training seminar drew the Manager of the Administrative Services Division and the Accounts Maintenance Clerk of each "state" except Guam and the Canal Zone, as well as, from each of the six service centers, the Service Center Administrator, the Accounting Section Supervisor, the Accounting Technician, and three Accounts Maintenance Clerks.

The conference was occasioned by the updating of the Selective Service Fiscal and Procurement Manual. The purpose of the Denver session was to ensure uniformity in fiscal and procurement procedures throughout the System. The relevant personnel were trained in the use of the Fiscal and Procurement Manual to make sure they all interpreted it in the same way.

In preparation for the seminar, the Training Department at National Headquarters worked with the Comptroller's Office to develop flow charts, task charts, and illustrations for the manual all of which had a uniform format. Each of the 12 conference instructors—one from a state, two from service centers, and nine from National Headquarters—were given a short but comprehensive indoctrination by the Training Department in how to teach adults. The instructors developed detailed lesson plans. Conference students were organized into seven small instruction groups of 20 to 23 persons each.

The training week was full of 50-minute demonstration and workshop sessions in which instructors had students actually fill out forms. Each class even filled out a practice travel

voucher for attending the seminar. Another class dealt with modern teaching methods to help participants in their future training of other personnel.

The students also had the benefit of meeting with several members of the Selective Service management team. Attending the conference were Deputy National Director Byron V. Pepitone; Assistant Deputy Director, Administration, John D. Dewhurst; Manpower Administrator Raymond F. Wisniewski; and Comptroller Donald E. Russell.

Great enthusiasm was demonstrated by all throughout the training week. While the schedule was rigorous, there were only six student hours of absenteeism—because of illness—out of a 4,436-hour student body schedule.

"We wish to exploit the full learning potential of trainers and trainees," said Training Manager George Polansky of the System's new nationwide training program. (See Selective Service NEWS, June 1971.) To do this, only those people authorized by the Training Department, who are actually performing the tasks for which instruction is being offered, will be able to attend training sessions.

Polansky said this year will bring many other training seminars. On September 12-17 there will be a week's training session in Kentucky for all state training specialists. The specialists will be thoroughly briefed in how to accomplish their training tasks. To be underway by mid-September is instruction for local boards, supervisors, and others in the use of optical character recognition (OCR) typewriters, which will be used when the System's data processing computer arrives in 1972. The state training specialists will be responsible for this OCR instruction.

Also planned for this year is instruction for supervisors and training courses for local boards in registration, classification, examination, delivery for induction, conscientious objection, appeals, the lottery, and the Selective Service data processing systems.

As soon as the new Military Service Act is signed by the President, a Special Issue of Selective Service NEWS will be published to explain in detail all changes in the draft law.

Appropriations Bill Clears House and Senate

The fiscal 1972 appropriations bill for the System passed the House of Representatives on June 30 and the Senate on July 20. Both legislative bodies passed the identical appropriation figure, \$82,235,000, which was the amount requested by Selective Service.

The System at first requested \$78,400,000 for this fiscal year beginning July 1, 1971 (See Selective Service NEWS, June 1971). However, because of a six percent Government-wide pay raise effective January 10, 1971, this fiscal proposal had to be increased.

By press time, the Selective Service appropriation had not been signed into law by President Nixon. The System appropriation is part of an appropriation bill for several Government agencies, and the House and Senate had not yet agreed on the figures for some of these. A House-Senate conference committee was meeting to reach agreement on their differences.

Since the System's fiscal budget was not made law at the beginning of the current fiscal year, Congress allotted Selective Service funds in the interim by a monthly joint resolution at the fiscal 1971 rate, with an adjustment for the pay increase.

'71 LOTTERY DRAWING

The third annual lottery drawing was held August 5 at the Department of Commerce auditorium in Washington, D.C. The lottery assigned permanent random sequence numbers (RSNs) to all men born in 1952, or all men reaching their 19th birthday during 1971.

As of press time, the U.S. House of Representatives and Senate conference committee had not yet ironed out the differences in the draft extension and reform bills of the two Houses, and there was no new draft induction authority. However, Selective Service Headquarters officials pointed out that the responsibility to conduct the lottery continues under the Military Selective Service Act of 1967. "The young men who face possible induction next year deserve to know their relative chances of induction so that they are better able to plan ahead," stated Director Tarr.

Continued on page 4

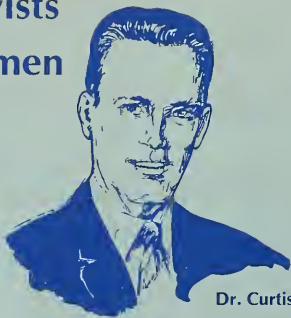
Tribute to Our Reservists and National Guardsmen

As we work toward the establishment of an All-Volunteer Armed Force and zero draft calls, one very important segment of our System which does not always receive the tribute or recognition it deserves will come into the foreground. As the number of inductions continues to decrease, with the almost certain decrease in our compensated civilian personnel, we shall, in times of emergency, rely more heavily on the Reserve units and National Guard sections presently earmarked for mobilization with Selective Service.

Some of you may not be familiar with our Reserve officer and National Guard components. These officers now total 1,298—two of whom are women. During the last year, these dedicated officers served a total of some 100,000 man-hours of active duty at either National or state headquarters, local boards, or regional service centers. Their active service was in the form of two weeks of active duty training as well as special active duty in various emergency situations, when they were called to duty at a moment's notice. As you may know, some Reservists and Guardsmen have completely reconstructed local board records after vandalism and other forms of disruption have occurred. Some officers voluntarily gave additional service—without pay—during their off-work hours.

Three hundred of the Reservists and Guardsmen served their two weeks a year at National Headquarters. The rest—three-fourths of the officers—served in their respective states or areas. Since April 1970 when priority was given to requests for Reserve or Guard assistance from state directors, these two-week assignments have been in the form of on-the-job training in the daily operation of the System. By recent directive, the training of Reservists and Guardsmen is now under the supervision of the state directors, not, as in the past, under the former regional field officers.

The types of active duty training vary widely according to the needs of the System and the talents of the Reservists and Guardsmen. For example, at state headquarters officers often review cases, brief files, audit local boards, or, simply



Dr. Curtis W. Tarr

handle the overload of office work. Officers have worked hard to improve the System such as by developing public information materials and programs.

Recently and as a result of modern data processing devices, efficient matching of the men and women with the active duty assignments which best utilize their backgrounds is now being accomplished at National Headquarters by the new Reserve Officers Information Bank. In operation only since March, the information bank lists all officers by civilian occupation groups. Illustrative of the efficiency of the bank is the fact that it took only an hour after he made the request for the General Counsel to find out that there are currently 148 Reserve and National Guard attorneys included in the inventory of earmarked Reserves.

I feel we owe great tribute to our Reserve and National Guard personnel for their fine and invaluable contribution to the System. In addition to their yearly two weeks of active duty, they attend 48-hour training assemblies each year. Except during their probationary period when they study at an accelerated rate, they also take a minimum of one correspondence course per year until they have finished 12 courses dealing with Selective Service procedures and national security. By this means, they keep themselves informed of any changes in Selective Service rules and regulations and are at all times an informed and trained augmentation force.

One might well ask what motivates these men and women to give so much of their time and energy. The primary answer lies in their extremely admirable sense of patriotism and desire to serve their country even after—as is true in most cases—they have already served on active duty in one of the armed services. They are an inspiring example to us all.

RIB UNDER DEVELOPMENT PLANS GET REVIEWED

The Selective Service Registrant Information Bank (RIB) is currently in the development stage and should be ready for operation during the latter part of 1972. The RIB promises to assure greater equity to registrants by providing local boards, local board supervisors, inspectors, auditors, and state directors with a greater awareness of local board activities. The Data Processing Center will collect and provide data concerning manpower resources based upon information prepared by local boards during the normal registration, classification, induction and other processes. Minimal essential information will be retained in an automated file; the official file on each registrant will remain at his local board. Reports based upon the collected data on registrant processing will be distributed directly to local boards and state headquarters.

Selective Service management officials stressed, "No classification of registrants is planned or foreseen for the data processing system. There is no intent, now or ever, to replace the local boards' Congress-given authority to classify registrants or call registrants for induction."

Selective Service employees from four states came to National Headquarters recently to help plan for the RIB. Their assistance was requested by Dr. Tarr to provide sensitivity to the feelings and requirements of personnel in the field. Working overtime nights and weekends for more than three weeks, the four men and women, along with four National Headquarters officials, formed a committee which reviewed RIB plans.

Appointed to their temporary committee posts by Assistant Deputy Director for Operations, Daniel J. Cronin, the four visitors to Washington represented different areas of the country and a wide range of Selective Service experience. Committee member Hugh Caldwell, Jr., was Deputy State Director of Alabama until his temporary committee appointment. Major John Akin, USAF, was Assistant Chief, Manpower, at Connecticut State Headquarters. Of the two women on the committee, Mrs. Anita Lafferty is a local board auditor for Ohio, and Mrs. Frances Grimes is a field representative for Texas State Headquarters.

At their June 23-25 meeting with Dr. Tarr in Washington, the 1971 National Policy Committee reviewed, offered suggestions to, and endorsed the RIB plans also.

Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1968.

This monthly bulletin is a medium of information for the National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act of 1967, or any other acts of Congress.

Communications should be addressed to: Office of Public Information, National Headquarters, Selective Service System, 1724 F Street, N.W., Washington, D.C. 20435. For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402—price 10 cents (single copy). Subscription Price: \$1.00 per year; 25 cents for foreign mailing.

AUTOMATED SYSTEMS PAVE WAY FOR DATA PROCESSING SYSTEM

The big daddy of the three new automated systems in Selective Service is a six-foot by three-foot by four-foot gray machine used by National Headquarters. The IBM 407 Accounting Machine runs the new Preliminary Personnel Data System and the Reserve Officers Information Bank. The Automated Accounting System is now processed by contractors on similar machines in the vicinity of each service center. These systems are prototypes to be used in Selective Service's future data processing computer, which will be in operation in 1972. By the time the computer is in business, the Registrant Information Bank (RIB) (see Selective Service NEWS, December 1970), now under development, should be computer-ready.

The purpose of all the data processing systems is to help local board employees in carrying out their tasks. The systems will not classify registrants. All classification of registrants is, by congressional authority, the responsibility of local boards.

The entire data processing project is being developed as a separately funded item within the Selective Service budget. A preliminary step in the program was the official designation of the Data Processing Center at National Headquarters this April. The Center is designed as a service element of the Selective Service System.

Reserve Officers Information Bank

The Reserve Officers Information Bank (ROIB) was the first automated system Selective Service put into operation. Begun in March of this year, this system includes a punch card for each of the 1,298 Reserve and National Guard officers unmarked for Selective Service. Each card indicates the officer's date of birth, rank, unit and unit location, occupation, and training courses completed. ROIB files have just gone through their first updating by means of new or changed information sent to the Data Processing Center by Reserve and Guard Unit officers.

The Data Processing Center staff is in the process of adding a second punch card for the address and telephone number of each Reserve and Guard officer, as well as the address of the place where he drills and the hours he is there.

ROIB has already proven its worth. For example, within an hour after he made the request, the General Counsel received the figure of the number of Reservist and National Guard attorneys—148. Before the automated system, this request would have necessitated a laborious manual search through all the 1,298 files of the officers.

OFFICIAL NOTICES

June 14, 1971—Local Board Memorandum No. 73, Subject: "Processing of Overseas Registrants," Amended: June 14, 1971.

June 25, 1971—Local Board Memorandum No. 121, Subject: "Procedure for Processing Inquiries Requesting Medical Re-evaluation—Reexamination of Registrants," Issued: June 25, 1971.

CANS AND CAN'TS OF THE SYSTEM'S FUTURE DATA PROCESSING COMPUTER

The computer will be able to rapidly and accurately:

- ☐ add, subtract, multiply and divide at the rate of hundreds and thousands of operations a second.
- ☐ compare values and report whether one is equal to, less than, or more than the other.
- ☐ perform the same old job hour after hour, day after day, without getting bored or tired.
- ☐ maintain large files and produce a large number of reports for operating personnel.

The computer is dependent upon man because it is not capable of independent action:

- ☐ Just as the automobile in a garage cannot start itself and drive off on its own, the computer must be started and stopped by human beings.
- ☐ Man must give specific orders for the computer to follow.
- ☐ It will not create its own instructions. In fact, if the orders given to it are wrong, the computer will obediently follow them step by step and produce inaccurate reports.
- ☐ The computer will not make operational decisions. It is simply one source of information among the many available to operating personnel. All available information, skill, and intuition must continue to be used by man to arrive at proper decisions. The computer will aid man in the process, not replace him.

Automated Accounting System

The new Automated Accounting System was expanded to include all six service centers as of July 1, 1971. The new system permits quick compilation of fiscal figures to determine more specifically than in the past where the System's money is being spent. The system provides a substantial increase in the number of budget expense categories. Instead of having just the gross figure for compensated employee travel, for example, budgets now include separate sub-figures for travel expenses for executive secretaries, supervisors, inspectors, etc. The system is being used in the preparation of five monthly fiscal reports for Selective Service management.

In another development in fiscal procedure reform, all "states" except Puerto Rico are now sending payroll and invoice data to their respective service centers, instead of their state headquarters as in the past, for processing before being sent to the Treasury Department Disbursement Officer.

which will process data provided by local boards and state headquarters to produce meaningful reports. The information in the reports will be used by local boards, state headquarters, auditors and inspectors to perform more efficiently their individual functions.

The three new automated systems have involved minimum changes in procedures and forms throughout the System. They now provide information quickly, and have already simplified administrative record-keeping procedures.

Even greater improvement lies ahead. Data Processing Center officials said. The 407 compares with the Selective Service System's future data processing computer "like a Model T compares with a Jaguar." The computer will be of the third generation type.

A special capability of the future computer will be Optical Character Recognition (OCR). This means that the computer will be able to "read" typed forms prepared by local board personnel on special typewriters. Samples of these typewriters are being tested in local boards of six states at present. Soon all local boards will receive the new typewriters. Special plans are being developed to provide training at the local board level to acquaint all personnel with the new typewriters.

Preliminary Personnel Data System

May 31, 1971, saw the initial collection of data for the Preliminary Personnel Data System (PPDS), which is providing current skeletal statistics about the System's 50,000 compensated and uncompensated staffers. Personnel folders of all employees in the field remain at their respective service centers. The data used for the PPDS is concerned only with an employee's name; social security number; sex; date of birth; limited information concerning his or her grade, position, and salary; and, where applicable, an indication of minority group representation. (This latter data is not included in an employee's personnel folder and is only available to the Selective Service Equal Employment Opportunity Director.) Eventually the PPDS will also include data concerning each employee's training, education, military record, if any, and leave time, as well as more details regarding pay. Data Processing officials stressed that all data about an individual is handled as confidential information and is only released to authorized persons.

The automated information system will lead to the compilation of many useful figures. By use of the PPDS, Selective Service has already given the Civil Service Commission (CSC) a required report on minority representation. Another report on wages and salary distribution is to be sent CSC by late August.

Before the PPDS, every state submitted to National certain personnel figures every year, and also on special occasions, such as when a member of Congress wanted figures concerning his constituency. Now that the initial information for PPDS has already been gathered, the System's information only has to be routinely updated as changes are presented.



Lottery Drawing Continued from page 1

This year's drawing was conducted in a manner similar to last year's, with RSNs assigned to all the 366 birthdates drawn. Two plexiglas drums were used, one containing capsules of all the birthdates of the year and the other, capsules of numbers 1-366 representing RSNs. A birth date and a number capsule were drawn simultaneously from each drum to match a birthdate with an RSN. The actual drawings were conducted by five members of Selective Service Youth Advisory Committees from various parts of the country plus a young female college student from Washington, D. C.

The randomness of the drawing was ensured by extensive precautionary measures. Twenty-five separate lists of computer-scrambled dates of the year and an equal number of lists of computer-scrambled numbers 1-366 were prepared by the National Bureau of Standards. From these, one set of birthdates and one set of numbers were randomly picked to be used in the drawing. Another randomly selected list of numbers was used to determine the order of placement of capsules into the drums. The two drums were rotated continuously for half an hour before the drawing. Overseeing all drawing proceedings were three neutral observers.

"We believe this lottery drawing is truly impartial and a fair means of determining the order for induction in 1972," Dr. Tarr said.

Policy Committee Meets. Seven state directors came to Washington June 23-25 for a Selective Service National Policy Committee meeting. From left to right are Paul V. Akst, New York City; Col. Herbert T. Hope, Oklahoma; Carlos C. Ogden, California; Col. Taylor L. Davidson, Kentucky; Col. Richard V. Peay, Utah; Mike Y. Hendrix, Georgia; Selective Service Deputy Director Byron V. Pepitone; and Selective Service National Director Curtis W. Tarr. The expressive hands at the far left are those of Arthur A. Holmes, Michigan.

The committee considered subjects ranging from procedures concerning conscientious objectors to the national training program, the recruitment of uncompensated personnel, the service centers, data processing, the regional attorney system, and the zero draft. The group

then made a series of recommendations to Dr. Tarr.

By October each state director on the committee will have had a meeting with all the state directors in his respective area to discuss topics considered at the national meeting. These regional gatherings will insure input by all the states. The first such meeting took place on July 28-29 in Hartford, Connecticut for the northeastern states, with the second meeting scheduled for the northern midwest states in Indianapolis on August 11-12. The other area meetings will be as follows: west coast states—the first week of September; southeastern states—September 28-29; central southwestern states—October 3; and central northwestern states—October 25.

Curriculum Guide Survey

To help Ohio State Director Thomas S. Farrell determine the success of the Selective Service information program, with respect to high schools in Ohio, the Ohio Youth Advisory Committee conducted a six-question survey. They sent 1,147 questionnaires to school officials in their state.

With 52 percent of the schools responding, the Youth Advisors' results show that the vast majority of schools (571 out of 620 respondents) received the *Curriculum Guide to the Draft* as of June 22. Officials of 510 schools said their counselors had made it known to students that the *Guide* exists, and about half of the schools responding (299) said the draft material had already been used in classes.

In related information activity in Ohio, the state headquarters is developing an hour-long preliminary overview of the Ohio Selective Service System as a proposed introductory session to the *Curriculum Guide*. Ohio has already developed a 30-page Selective Service manual for school counselors, which has been sent to 2,400 high schools and colleges throughout the state.

New Alternate Work Possibilities

Both the Civil Service Commission (CSC) and the U. S. Department of Labor have agreed to identify generally hard-to-fill jobs for which conscientious objectors might qualify. The local offices of the CSC deal with federal jobs and the offices of the Labor Department concern themselves mostly with non-Government work.

Another CO work experience has developed in Montana. Three men—two professors and a graduate student—on the University of Montana campus submitted a two-year grant proposal to the National Science Foundation (NSF) which would involve the hiring of six COs in an environment study. The NSF has very favorably endorsed the proposers' idea.

Under the grant, two CO attorneys, two CO microbiologists, one CO wildlife specialist, and one CO air pollution expert would gather and correlate environment statistics and compare all environment control laws and bills in the northern Rocky Mountain states and the border provinces of Canada. The researchers would then make recommendations concerning the environment to the states under study.

Young Lawyers Solicited to be Advisors

National Director Tarr has accepted the offer of the Young Lawyers Section of the American Bar Association to solicit young attorneys to serve local boards as Advisors to Registrants. Members of the Law Student Division of the ABA will assist the lawyer Advisors.

Names of young lawyers and law students interested in serving in the program are being forwarded by ABA to the appropriate state directors, who will advise the volunteers as to how their services may be utilized by the System.

This expanded effort to increase the number of Advisors to Registrants is aimed at encouraging more service of volunteers under age 30.

Classification Picture

CLASS	NUMBER		
Total Current Registrants.....	22,934,000	I-C Currently in the uniformed services.....	2,300,000
I-A and I-A-O.....	3,082,000	I-O Conscientious Objector.....	34,000
Single or Married after August 26, 1965.....	1,751,000	I-W (At Work).....	12,000
Examined and qualified.....	421,000	I-W (Released).....	15,000
Not examined.....	1,133,000	I-D Members of a reserve component.....	914,000
Induction or examination postponed.....	8,000	I-S Statutory (College).....	18,000
Ordered for induction or examination.....	54,000	I-S Statutory (High School).....	450,000
Pending reclassification.....	70,000	II-A Occupational deferment (except agriculture).....	253,000
Personal appearances and appeals in process ...	42,000	II-A Apprentice.....	37,000
Others.....	22,000	II-C Agricultural deferment.....	18,000
Married on or before August 26, 1965.....	5,000	II-S Student deferment.....	1,308,000
19 years of age, born 1951, 1937.7(a)-(4).....	605,000	III-A Dependency deferment.....	3,961,000
26 years and older with extended liability.....	261,000	IV-A Completed Service, Sole Surviving Son.....	4,191,000
Under 19 years of age.....	460,000	IV-B Officials.....	*
I-Y Qualified only in an emergency.....	3,947,000	IV-C Aliens.....	20,000
		IV-D Ministers, divinity students.....	108,000
		IV-F Not qualified.....	2,266,000

Figures as of June 30, 1971. The next Classification Picture figures will be as of December 31, 1971.

*Fewer than 1,000



Selective Service NEWS

HOUSE APPROVES CONFERENCE REPORT, SENATE CONTINUES DEBATE

The Conference Committee of the Senate and House of Representatives released its Report on the 1971 amendments to the Military Selective Service Act on July 30. On August 4, the House approved this Report (297 to 108), which was the result of the ironing out of differences between the draft bills created earlier in the House and the Senate. When Congress began its summer recess on August 6, there was still disagreement in the Senate over one item in the Conference Report, the Mansfield Amendment. This controversial amendment, submitted by Sen-

ate Majority Leader Mike Mansfield (D-Montana) declared that the United States policy to withdraw all armed forces from Indochina within nine months of the enactment of the new draft legislation, subject to the release of United States prisoners. The Conference version dropped the nine month deadline and made the amendment a sense-of-Congress declaration, leaving the withdrawal schedule up to the President. The Senate was scheduled to take up discussion of the Conference Report again on September 13, after returning from the Congressional recess Sep-

tember 8.

Selective Service NEWS is not printing all details of the Conference Report in this issue because, as of press time, the bill had not been approved by the Senate or signed into law by President Nixon. (Should the Senate choose not to accept the Report, the Conference Committee could reconvene to develop another compromise draft bill.) However, since local boards are getting inquiries concerning some provisions of the Report, we are printing portions of it.

HIGHLIGHTS OF THE CONFERENCE COMMITTEE REPORT OF THE 1971 AMENDMENTS TO THE MILITARY SELECTIVE SERVICE ACT

Student Deferments Registrants who met the requirements for student deferments during the 1970-71 regular academic school year will be deferred until they graduate, or reach age 24, or cease to pursue their course of study satisfactorily, whichever comes first. The President will have the authority to eliminate student deferments for those who enter college in the summer of 1971 or later. Non-deferred college students are eligible to have their inductions postponed until the end of the semester or term, or academic year in the case of their last academic year, or until they cease satisfactorily to pursue such course of instruction, whichever is earlier.

High School Students High school students who are issued an order for induction are eligible to have their induction postponed until they graduate, or until they reach 20 years of age, or until they cease satisfactorily to pursue their high school course of instruction, whichever is the earliest. Those students who turn 20 after the beginning of their last academic year are eligible to have their induction orders postponed until the end of that academic year as long as they continue to pursue satisfactorily a full-time course of instruction.

Divinity Students Divinity students will no longer be exempt from military service but instead will be eligible for statutory deferments. If deferred, they will be liable for military service until age 35, if, for one reason or another,

they do not pursue a career in the ministry until they reach that age.

Conscientious Objectors The National Director of Selective Service will be responsible for supervising on a national basis the finding of civilian jobs for COs and for their placement in appropriate civilian work contributing to the maintenance of the national health, safety or interest.

Surviving Son The sole surviving son exemption is changed to include those registrants whose father, brother, or sister was killed in action or died in line of duty while serving in the armed forces after December 31, 1959, or died subsequent to that date as a result of injuries received or disease incurred in the line of duty during such service. Also exempt are those registrants whose father, brother, or sister is in a captured or missing in action status. The term brother or sister means a brother of the whole blood or a sister of the whole blood.

Prepublication of Selective Service Regulations New regulations issued under the Act will not become effective until the expiration of 30 days following the date on which such regulations are published in the Federal Register, unless the President determines that compliance with such a requirement materially impairs the national defense and gives notice to this effect at the time the regulations are issued.

Procedural Changes Pursuant to such rules and regulations as the President may prescribe:

- Each registrant shall be afforded the opportunity to appear in person before the local or any appeal board of the Selective Service System to testify and present evidence regarding his status.
- Subject to reasonable limitations on the number of witnesses and the total time allotted to each registrant, each registrant shall have the right to present witnesses on his behalf before the local board.
- A quorum of any local board or appeal board shall be present during the registrant's personal appearance.
- In the event of a decision adverse to the claim of a registrant, the local or appeal board making such decision shall, upon request, furnish to such registrant a brief written statement of the reasons for its decision.

Maximum Period of Service and Age for Local Board and Appeal Board Members The local board may include among its members any citizen otherwise qualified under Presidential regulations provided he is 18 years of age or older. After December 31, 1971, no person shall serve on any local or appeal board who has attained the age of 65 or who has served on a local or appeal board for a period of more than 20 years.

Aliens An alien cannot be inducted unless he has resided in the U. S. for a period of one year. The provisions exempting some aliens from the requirement to register are broadened.

From the Director

Our Changing Board Membership

As of this writing, we do not yet have a new draft extension and reform law. However, the House of Representatives has passed the Joint Conference Committee Report on the 1971 amendments to the Military Selective Service Act, and the Senate will discuss the bill on September 13. Before the Joint Committee convened, both Houses of Congress voted that the maximum age for local board and appeal board membership be lowered from 75 to 65. In Conference it also was agreed that the maximum length of service be lowered from 25 to 20 years and that the minimum age for local board membership be reduced from the current age of 30 to age 18. Although those factors were not part of the President's bill, members of Congress in both Houses supported them. I expect that these changes will be in the draft extension and reform bill when it is approved by the Senate and signed into law by the President.

Because of these requirements, many of our dedicated and extremely valuable local board and appeal board members must resign by the end of this year. While no figures have yet been developed concerning how many appeal board members will be affected, our Division of Manpower Administration at National Headquarters has estimated that approximately 25 percent of our hard-working local board members, or about 4,800 men and women, will leave the System.

Our entire organization certainly will feel the loss of these board members. Their devotion, perspective gained by years of experience and mature judgment concerning individual draft cases have materially aided the Selective Service System in carrying out our Congressional mandate to deliver the necessary manpower to the armed services in an efficient and equitable manner. Words alone cannot thank these citizens for their many contributions to the Nation. They have been the backbone of our System for many years. The American people owe them a great debt of gratitude for their unswerving and selfless dedication, and the Selective Service System will find it difficult to recruit interested and motivated replacements.

It is important that we understand the intent of Congress in changing the



Dr. Curtis W. Tarr

prerequisites for board membership. By lowering the age limits, the legislative bodies hope to ensure that our boards contain more members closer in age to the registrants they serve, in order to provide deeper understanding of the young people of today. We all recognize communication relates more to will than to age. But it is the perception of youth rather than the fact of board member attitudes that Congress seeks to alter. Also, by lowering the maximum period of service for members, Congress is attempting to give more Americans an opportunity for volunteer service, people who will bring fresh viewpoints to our boards.

As we reluctantly say goodbye to many of our friends, I hope we all will accept their departure as an opportunity to locate and encourage other qualified men and women who reflect the economic, social, and ethnic backgrounds of the youth of the area to consider service on our boards. We must work very hard in these next few months to find qualified local and appeal board members. I solicit your support.

As soon as the new Military Selective Service Act is signed by the President, a Special Issue of Selective Service NEWS will be published to explain in detail all changes in the draft law.

New Pennsylvania Director Is Youngest—Today

At age 31 Pennsylvania's new head man is the youngest person presently serving as state director. Robert D. Ford of Duncannon, Pennsylvania, was appointed to his new post June 22.

Ford said of his appointment, "... I think it... significant to note that in nominating me as State Selective Service Director, the Governor has, in fact, displayed the highest degree of confidence in my entire generation. I want to emphasize to the young citizens of Pennsylvania that we are, indeed, being given the opportunity to participate in those decision-making processes of government which we have so often sought."

While the appointment of such a young state director is unusual, there have been precedences for it since the present Selective Service Act, as amended, was enacted in 1948. Mr. Douglas W. Troll, former Delaware State Director, 1950-53, was age 27 when he was first appointed. Louisiana's former Director Raymond F. Hufft, who served two terms, 1948-1952 and 1956-1960, was 33 when he began in that position. Former Alabama Director Colonel Walter M. Thompson, Jr., 1959-1963, was the same age as Mr. Ford when he began his state directorship.

Mr. Ford's appointment is indicative of a current trend, however. The average age of state directors has been reducing. For example, while the average age of the state directors appointed since Dr. Tarr began as National Director in April 1970 is 47, the average age of their predecessors is 64.

OFFICIAL NOTICES

August 6, 1971—Addendum No. 1 to Local Board Memorandum No. 99. Subject: "Procedures to Implement Executive Order No. 11497."

Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1966. This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Act of 1967, or any other acts of Congress. Communications should be addressed for Office of Public Information, National Headquarters, Selective Service System 1724 F Street, N.W., Washington, D.C. 20435. For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402—price 10 cents (single copy). Subscription Price: \$1.00 per year; 25 cents additional for foreign mailing.

HE ATTENDED EVERY BOARD MEETING FOR 30 YEARS

Sidney A. Needle knows Selective Service rules and regulations backwards and upside down. He has attended every meeting of Local Board 12 in his native city of Baltimore for 30 years as the board's Government Appeal Agent. "I felt it was doing a fairly good job, and I felt good about doing something for my country," is how Mr. Needle recently explained his continuous service as Appeal Agent from 1940 to 1970. He said he would spend much as three to four hours a day on selective Service matters. "He'd go into the night worrying about things," commented his wife.

The general practitioner lawyer, who looked much younger than his 72 years, said that whenever there was an appeal, he would send his own brief of the case, along with the opinion of the board, to the Maryland Appeal Board. He said he found no conflict with his role as Agent for both the board and registrants. "I was frank with them both."

Concerning the men who requested appeals, Mr. Needle felt the majority of young men exercising their appeal rights did so sincerely, although many did not know appeal procedures sufficiently. He thought young men should receive more information about their rights and responsibilities. "Selective Service procedures are not difficult to

understand," he said. "They just have to be explained." When cases warranted it, he used to take appeals to the state appeal board without the registrants requesting them, he said.

Mr. Needle considers the job of a Government Appeal Agent one of the most important in the System. "The most important thing is to advise the registrants properly," he said. Illustrative of his conviction is his action after he was appointed to the state appeal board. He attended only one meeting before resigning. "I didn't have any contact with the registrants," he said.

A year ago Mr. Needle decided to slow down a bit, and he resigned from



After 30 years of service as Government Appeal Agent for Local Board 12 in Baltimore, Sidney A. Needle reviews one of his many Presidential certificates of appreciation—this one from President Lyndon B. Johnson.

his volunteer post. Immediately he was appointed Local Board 12's Advisor to Registrants. He said he receives four to five calls a week, mostly from registrants about to be drafted. Most questions concern conscientious objection.

Proof of his long years of volunteer service is on the walls of his law office, which are bedecked with certificates of appreciation from the Presidents Roosevelt, Truman, Eisenhower, Kennedy, and Johnson. Mr. Needle said he used to receive such a certificate about every four years.

Along with his great flurry of service in the System, Mr. Needle also has been extremely active working with youth in other areas. He served as Judge of the Baltimore Juvenile Court, 1942-1952, and in the early 1960's he wrote Maryland's adoption laws.

He has also participated in many Jewish and inter-faith organizations, was President of two Parent-Teachers Associations and the Northwest Baltimore Democratic Club, and is a member of the American Legion, among many other things. The father of two children, he also finds time to be an avid Oriole fan, an ardent fisherman, and "a wonderful family man," according to his wife. Concerning the last attribute, Mr. Needle chuckled, "I owe it to Selective Service—it trained me."

Two Law Students Prepare Case Brief File at National

Two third year law students from the University of Virginia have been spending their summer preparing summaries of the rulings of all significant Selective Service cases of the past two years.

Robert T. Adams and John V. Buffington, both age 24, are preparing the first systemized comprehensive catalogue of some 1,200 Selective Service cases which have come before the U. S. Supreme Court, circuit courts, and district courts during 1970-71. The case briefs are being organized into over 127 permanent categories.

When the project is finished, complete catalogues will be sent to all nine selective Service regional attorneys, who in turn will distribute catalogues to the United States attorney in their area. Hopefully, distribution will begin in early October.

Messrs. Adams and Buffington, the first law students ever to be employed at National, were selected by General Counsel Walter H. Morse as part of a program to attract more young lawyers to work for the System.



Youth Advisor Intern Ronald W. Maestas hands the last birthdate capsule to National Headquarters staffer James H. Edmundson at the third Selective Service lottery drawing held August 5, assigning Random Sequence Number 90 to January 11. The drawing established the 1972 Random Selection Sequence for the approximately 18 million young men turning 19 during 1971. Stated Director Tarr during his opening statement at the lottery proceedings: "Over the past year, draft calls have been significantly lower than in the past, thanks to the success of the Vietnamization program, improved recruiting by the military services, and reductions in the size of the armed forces. In 1972—the year in which most of the men whose numbers are drawn today will be eligible for induction—we expect that the draft calls will be even lower."

More Openings for COs

A Reservist serving his yearly period of active duty at Pennsylvania State Headquarters located some 400 additional alternate service work jobs during his two weeks stay. How did he do it? Colonel Frank M. Rock in Pennsylvania's Operations Division first laid the groundwork, giving Reservist Roy A. Myers a list of places to call; Myers called the Pennsylvania Association for Convalescent Homes, the Hospital Association of Pennsylvania, and the State Council of Education, locating primarily orderly and maintenance positions.

In another development, the National Center for Voluntary Action, a clearing house for over 17,000 non-government volunteer programs, ran an article in their August newsletter soliciting interest to consider I-Os for jobs. "If your organization has a job opening or a function to perform for which it is difficult to attract employees on the job market," said the article, "do not give up hope." "COs comprise a large, skilled pool of manpower from which you can probably draw the men you need. Get in touch with the Selective Service director in your state . . ."



T.V. lights center in on Selective Service E.E.O. Director Reynaldo P. Maduro (right) and New York City Congressman Herman Badillo as they talk together—in Spanish—in a recent half-hour public service T.V. spot to inform Spanish-speaking people in New York City of the opportunities available to serve in the System.

GUIDELINES OFFERED BY STATE DIRECTORS E.E.O. MEETING

Guidelines were developed for the consideration of the current state directors regional meetings (See Selective Service NEWS, August 1971) at a State Directors Equal Employment Opportunity Committee meeting in Richmond, Virginia on July 27.

Among the recommendations made by the committee, which have been well received by the state directors regional meetings held thus far, are the following:

- Use Reserve officers assigned to two-week tours to conduct surveys of the total population, minority population, local board representation, and minority local board representation of each county. These studies would give state directors a ready reference as to where their efforts might be directed.
- Information regarding E.E.O. should be made an item for the Inspections Services to review within the states, in both the compensated and uncompensated categories.

In other E.E.O. activity, a campaign has been well launched to encourage more blacks, Puerto Ricans, and other minorities to participate in the Selective Service System in New York City. New York City Selective Service Director Paul V. Akst has talked with New York City Congressmen Charles Rangel and Herman Badillo about the opportunities available for service in the System, and the Congressmen have expressed enthusiastic support for the drive. New York City newspapers have covered the System's current solicitation of interest. In addition, Equal Employment Opportunity Director and Deputy Manpower Administrator Reynaldo P. Maduro recently was filmed in a half-hour public service T.V. spot with Congressman Badillo as the two discussed—in Spanish—the System and, again, the opportunities available for participation in it.

APPROPRIATIONS BILL BECOMES LAW

Public Law 92-78 was signed by President Nixon on August 10, appropriating \$82,235,000, the amount requested, to the Selective Service System for fiscal 1972. (See Selective Service NEWS, August 1971 for details.)

LITTLE NOTES OF BIG INTEREST

A letter to all state directors amended August 9, 1971, stated that registrants are to be ordered to report for preinduction examination in the following order:

- Members of the 1971 Extended Priority Selection Group
- Those in the 1971 First Priority Selection Group single or married after August 26, 1965, with RSN 001-175, inclusive, progressing from the lowest to the highest RSN.
- Those who will be in the 1972 First Priority Selection Group, single or married after August 26, 1965, with RSN 001-050, inclusive, progressing from the lowest to the highest RSN.

The letter continued that it is essential that these registrants be examined as soon as possible.

Upon the authority of Section 1628.11 (c) of Selective Service regulations, a registrant in a class other than I-A, I-A-O, or I-O may be ordered to report for a preinduction physical examination when the local board determines that he may be inducted shortly. For example, a board should order for his preinduction physical an undergraduate student whose I-I-S deferment is about to expire and who will be inducted in the near future. Prior to the issuance of an Order to Report for Armed Forces Physical Examination (SSS Form 223) to such a registrant, the local board is required to indicate that the registrant's induction will, indeed, shortly occur, by a statement in the Minutes of the Local Board Meeting that the registrant, or a category or group of registrants, may be reached for induction soon.

Registrants over age 26 who have been in Class I-C, I-D, or both for six years or more may be considered for Class IV-A or Class V-A, as appropriate, whether or not SSS Form 720, sent to the armed service concerned to verify a registrant's satisfactory participation, has been returned to the local board. Boards are encouraged to take advantage of this procedure so that they may benefit from the disposal of more records.

DD Form 47 for preinduction physical examinations has been eliminated at the time of processing for preinduction physical examination, effective June 1. Instead, certain information provided the AFES on this form will be added to SSS Form 223—Order to Report for Armed Forces Physical Examination. These entries include the following information: prior military service, date and place of birth, education, court convictions, and social security number. The profession of special registrants is to be indicated in red at the top right-hand corner of the form. DD Form 47 will still be used for medical interviews with the local board medical advisor and for inductions.

YAC REGIONAL CONFERENCE MEETS IN MISSISSIPPI—RESOLVES TO MAINTAIN COMMITTEES WITH NEW PURPOSE

Ten southern Youth Advisory Committees met August 20-22 at Keeslee Air Force Base in Biloxi, Mississippi for the first Southern Regional Youth Advisory Committee Conference.

Attending the Mississippi YAC hosted meeting were 35 delegates from Florida, Georgia, Tennessee, Alabama, Arkansas, Texas, Colorado, South Carolina, and Louisiana, as well as Mississippi.

The foremost topic at the gathering was the future role of the Youth Advisors. The young people felt that the YACs had fulfilled their original purpose of seeking out problems within the System and offering solutions to these; that many of their recommendations had been implemented; and also that the greatest single problem facing the System now is to provide information about the draft to registrants and potential registrants. Consequently at the plenary session held Sunday morning, the delegates resolved that the responsibilities of the committees be broadened to include presenting programs to acquaint high school students and other potential registrants with their rights, obligations, and alternatives under draft law, and encouraging high schools to include instruction about the System in their curricula. The Advisors suggested that each high school have a Selective Service representative to provide objective information about the draft.

Other resolutions included:

- that the System produce and distribute to all high schools and interested groups a filmed program concerning a young man's rights and responsibilities under draft law.
- that state directors help ensure ethnically balanced local boards; that if, at the time a board vacancy occurs, there is no member younger than age 26, such a member be appointed to fill the vacancy; and that if, in the case of a vacancy, there already is a board member under age 26, persons under 26 not be excluded from consideration.
- that Selective Service National Headquarters implement a national toll-free telephone information service through which registrants could get answers to questions about the System.
- that Congress act speedily in passing the 1971 draft bill.



Selective Service NEWS

PRESIDENT SIGNS DRAFT BILL INTO LAW

AT 3:40 P.M. ON SEPTEMBER 28, 1971, President Nixon signed into law the 1971 draft extension and reform bill.

The President said after the signing that the new draft law introduces important reforms to the draft, "making it as fair and equitable as possible as we progress toward the volunteer force." He said he was hopeful "that this is the last time the President must sign an extension of the draft induction authority."

The President added that the \$2.4 million pay increase called for in the new law will help remedy "the long-standing inequities in military pay for the lower grades." The pay increases will become effective November 13, not October 1 as called for in the new draft measure. "By law, the pay increases provided in this act are subject to the 90-day wage-price freeze," the President explained.

The enactment of the new law came just a week after the Senate passed the Conference Report, 55-30, following a cloture vote to end Senate debate on the draft bill, which passed by a 61-30 vote, the exact two-thirds needed. The House of Representatives passed the draft bill on August 4.



GENES FROM THE SEPTEMBER TRAINERS CONFERENCE



See Story on page 3

1971 RSN CEILING 125 —Some Board Actions Deferred

Selective Service has set the 1971 RSN high at 125, 70 numbers lower than last year's ceiling of RSN 195. At the same time, the preinduction physical ceiling has been lowered from the former high of 140 to RSN 125.

The draft number ceilings were issued just after the Department of Defense announced a 10,000 draft call for the remainder of this year. This will bring the total number of inductions for the year to 94,000, 57 percent of the 1970 call of 163,500. Draft Director Curtis W. Tarr said boards will deliver for induction 6,500 men November 1-18 and the remaining 3,500 men November 29-December 9.

Dr. Tarr directed boards to give at least 30 days notice to registrants facing induction. In addition, the Uniform National Call is in effect. Thus, all acceptable men in the 1971 draft pool (Classes I-A, I-A-O and I-O) with RSNs 125 and below will receive induction orders or orders for civilian work. Some of these men will actually be drafted, as part of the extended priority selection group, during the first three months of 1972.

Dr. Tarr also ordered local and appeal boards to defer all actions on classifications, personal appearances, and appeals until new Selective Service regulations are in effect. The new draft law requires the system to publish all new regulations in the Federal Register at least 30 days before they become effective.

Government Pay Increases Deferred

AS PART OF HIS CAMPAIGN to fight inflation and unemployment, President Nixon has deferred two kinds of pay increases for federal government workers. First, he has postponed the government-wide general cost-of-living increase, scheduled to take effect January 1972, until July 1972. Second, on August 5, 1971 he imposed a 90-day government-wide freeze on within-grade increases granted on the basis of an employee's length of service with acceptable performance. When these within-grade increases are granted, they will not be retroactive to the date they were due. However, the waiting period for an employee's next within-grade increase will begin as of the date the deferred length of service increase was originally scheduled to begin. Special within-grade increases for superior performance have been deferred for the 90-day period, which ends November 13, 1971, also.

NEW REGISTRATION CERTIFICATE SSS FORM 2

NOVEMBER 1, 1971 will mark the introduction of the new Registration Certificate (SSS Form 2). The new form will incorporate many changes which have been suggested by local board personnel through letters to National Headquarters. For example, the registrant's copy of the new form is designed to be placed in a window envelope, thus saving time required to type the address on the envelope. The new form also includes a block for the social security account number, if available, which has been another suggestion of local board personnel.

The new Registration Certificate (SSS Form 2) will be typed on an OCR electric typewriter which will have been distributed to local board personnel sometime prior to November 1, 1971.

Continued on page 4.

From the Director On the System Beginning a New Era

We have witnessed the lengthiest Congressional debate in the history of our country regarding draft extension and reform legislation. Numerous subjects concerning the draft and United States military policy were discussed, and a host of amendments to the Selective Service Act were offered. The American people took advantage of this opportunity to express their views on the draft and the Vietnam War, as well as other political and military commitments of the United States, both through their Congressional representatives and in other more readily visible ways.

The new draft legislation was painstakingly developed, first in the House of Representatives and then in the Senate. Differences in the bills of the two legislative bodies necessitated a joint conference so that a compromise version could be worked out and sent to the President for his signature.

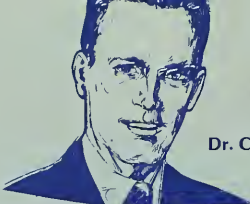
The consensus of Congress and of the American people is that the United States must maintain its military presence in the world and that, for the present, our national security requires the President to have induction authority.

At this juncture, we at Selective Service are on the verge of experiencing a diversity of improved conditions that will assist in the operation of the System. So vast are these changes, in fact, that it seems to me we are entering a new, much more gratifying era, for our organization and for the entire country. The improvements of which I speak stem from many different sources: from President Nixon's draft reform proposals, from Congressional action, from internal change instituted by the President and the System itself, and from changes in United States military policy.

I would like to review several of these improvements with you, some of which are not now actually in operation but, I trust, soon will be. This recapitulation will lend us perspective on where the System is and where we are headed.

Congress has granted President Nixon all three of his major draft reform proposals presented to them this January. The President was granted a two-year extension of his authority to induct men, until July 1, 1973. This date is the target-date set by the Department of Defense for establishing an all-volunteer armed force with a standby draft. Since World War II, Presidents have usually asked for a four-year draft extension. President Nixon requested this short extension to ensure the successful transition to an all-volunteer force and to provide adequate military strength to meet our national security needs.

The President has also been voted the power to institute a uniform national call, which will mean that all local boards



Dr. Curtis W. Tarr

throughout the country will reach the same random sequence number at approximately the same time. This new method will provide registrants with greater equity and also promises to help simplify local board operations.

Third, President Nixon has been voted the authority to phase out student deferments. As we are all aware, this change will more fairly distribute the responsibility of military service among all registrants.

The President suggested in his draft proposals a \$1.5 billion increase in the military manpower budget in order to make the services more attractive through pay raises and other benefits. Congress not only endorsed this suggestion, but, demonstrating a strong commitment to enhancing the quality of military life, substantially raised the proposed increase.

The System itself has effected many improvements since the introduction of random selection in November 1969. New major procedures promise to make operations easier and more efficient at all levels. One of the most important procedural changes will be the introduction of the new I-H "holding" classification assigned to young men not currently subject to the induction process. This new category will save hundreds of thousands of work hours on the part of the entire System. It will better serve registrants by giving them a more readily understandable indication that they are not currently draft eligible.

Concomitant with these productive changes, the Department of Defense is working to improve the conditions of military life through Project Volunteer. In addition, military manpower requirements are being reduced, with a subsequent lowering of draft calls, as United States Forces continue to withdraw from Southeast Asia. Our military commitment in Vietnam has troubled the American people and divided their hopes like no conflict since the Civil War. Much anti-war and anti-military protest has been focused against Selective Service and physically against many of our local boards. Now, however, the expression and demonstration of anti-war sentiment seems to be subsiding. More of our Nation's citizens are recognizing that our armed forces represent a national strength essential to the security of our country and to the well-being of freedom-loving nations throughout the world.

All of these factors lead me to believe we are entering a new period in the history of Selective Service and in the entire American experience. These new times should give us a deep sense of optimism and pride in our great Nation.

Summer Youth Employment Ends —81 YOUNG PEOPLE EMPLOYED

A TOTAL OF 81 YOUNG PEOPLE joined the System this summer through either the summer aid program providing jobs primarily for the disadvantaged or the President's Youth Opportunity Stay-In-School Campaign. (See Selective Service NEWS, July 1971). Practically all the young employees, the vast majority of whom were women, worked at state headquarters and local boards. Nine youth were employed at National Headquarters.

Most of the young people seemed to be "Jacks and Jills of all trades," doing a little bit of every kind of clerical work: opening mail, answering telephones, responding to inquiries, filing, and helping to register young men. Some filled temporarily empty positions, such as a young girl at Texas State Headquarters who worked in that state's transportation section for a short time after someone had been rifled, until that person's job could be absorbed. Most of the men employed worked in stock control. One young man in Virginia even assumed the work of the stock control clerk for a few days. Several working under the auspices of the Stay-In-School Campaign proved extremely useful, said state headquarters officials, because they were already familiar with the System from working part-time during the school year. Other summer aides who had worked for the System last summer and requested to be reassigned to Selective Service this year, proved additionally helpful also because of their past experience in the System.

Most of the states said that they had located their summer help through their State Employment Office's Youth Opportunity Campaign. State officials' responses to the young employees were nothing short of enthusiastic: "Outstanding!"; "We enjoyed them so much!"; "I'd like to have any one of them on a permanent basis."; "Very pleasant!"

"Did anything outstanding happen while the summer aides were at your headquarters?" "They relieved us of a lot of work, and I think that's outstanding," said one state worker.

Here Summer Aide Ethel Yvonne Douglas is working at Local Board No. 76 in Oklahoma. Miss Douglas was rehired this summer after working at another Oklahoma board last summer. The high school graduate plans to major in business administration in college.



Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1968.

This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Act of 1967, or any other acts of Congress. Communications should be addressed to: Office of Public Information, National Headquarters, Selective Service System 1724 F Street, N.W., Washington, D.C. 20435. For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402—price 10 cents (single copy). Subscription Price: \$1.00 per year; 25 cents additional for foreign mailing.



Selective Service NEWS

1971 AMENDMENTS TO THE DRAFT LAW

SPECIAL ISSUE
PART I

Following is a summary of the changes in draft law resulting from the enactment of Public Law (PL) 92-129, which contains the 1971 Amendments to the Military Selective Service Act. Unless otherwise specified, all provisions of the new legislation became effective when President Nixon signed the bill into law on September 28, 1971.

The new draft extension and reform law was occasioned by the termination of the President's authority to induct men not previously deferred on July 1, 1971. The President took this opportunity for Congressional consideration of the draft system to present three major draft reform proposals to Congress:

- ☐ An extension of the President's induction authority for two more years, until July 1, 1973. *In the recent past, Presidents have asked for this drafting authority for four year periods, but President Nixon asked for a two year period as part of his commitment to attain an All-Volunteer Armed Force, which is hoped for by mid 1973.*
- ☐ The restoration of the President's authority over student deferments, for the purpose of phasing out these deferments. *Student deferments have been considered one of the greatest inequities of the Selective Service System, being unfair to those who do not attend college as well as to those who do.*
- ☐ The establishment of a Uniform National Call. *Under this reform, draft boards throughout the country will reach the same random sequence number, or lottery number, at approximately the same time.*

All three of the President's major proposals were passed by Congress. In addition, many other reforms were introduced into the new draft law to make the draft as fair and equitable as possible and to promote the establishment of an All-Volunteer force.

It must not be thought that the new law has been enacted without thorough consideration. It was the subject of extensive hearings in committees of both houses of Congress, and it follows over four months of Congressional debate on the draft, the longest Congressional debate on this subject in United States history. The House of Representatives and the Senate passed their own versions of the draft measure on April 1 and June 24, respectively. There were 28 differences between the two Congressional versions, and a joint Conference Committee was formed to iron these out. The final Conference Report, issued July 30, passed the House on August 4 and the Senate on September 21. The bill was then sent to the President for signature.



Selective Service NEWS will publish a SPECIAL ISSUE, PART II very shortly, which will describe the changes in Selective Service regulations and other directives brought about by the new law, as well as by other current reforms in draft policy.

**TWO YEAR EXTENSION OF
DRAFTING AUTHORITY**

The President is granted the authority to induct men not previously deferred for two more years, until July 1, 1973.

STUDENTS

HIGH SCHOOL STUDENTS Any full-time student satisfactorily pursuing his course of instruction at a high school or similar institution of learning who is issued an induction order shall, upon the facts being presented to the local board, have his induction postponed until he graduates, reaches age 20, or ceases to pursue satisfactorily his course of instruction, whichever occurs first.

Anyone reaching age 20 during his last academic year of high school shall have his induction postponed until the end of that academic year, as long as he continues to pursue satisfactorily a full-time course of instruction.

COLLEGE STUDENTS Any person satisfactorily pursuing a full-time course of instruction at a college, university, or similar institution of higher learning who met the academic requirements of a student deferment, even if he did not request it, and was satisfactorily pursuing such a full-time course during the 1970-1971 regular academic school year is eligible for a II-S deferment.

Any person ordered to report for induction while pursuing satisfactorily a full-time course of instruction in a college, university, or similar institution will, upon the appropriate facts being presented to the local board, have his induction postponed until the end of the semester or term, or academic year in the case of his last academic year, or until he ceases to pursue satisfactorily his course of instruction, whichever is earlier.

DIVINITY STUDENTS Students preparing for the ministry under the direction of recognized churches or religious organizations, or who are satisfactorily pursuing full-time courses of instruction in recognized theological or divinity schools, or who are satisfactorily pursuing a full-time course of instruction leading to entrance into recognized theological or divinity schools in which they have been pre-enrolled, shall be deferred from training and service, but not from registration. Persons so deferred shall remain liable for training and service until age 35.

This provision does not preclude the exemption from service of men entering the ministry as regular or duly ordained ministers as defined in Section 16 of the Act.

UNIFORM NATIONAL CALL

The new law authorizes the President to change the previous mandatory system of calls and quotas divided among the states to a system in accord with such rules and regulations as he may prescribe. (The President has stated that he would, if granted this authority, prescribe a system of uniform national calls based on the use of random sequence numbers.)

- 17 This authority expired on July 1, 1971.

- 6 The new law eliminates the authority for I-S deferments. Under the I-S provision, students in high school or similar institutions received a I-S-H deferment from military service until they graduated, reached age 20, or ceased satisfactorily to pursue their courses of studies.

- The 1971 amendments remove the provisions requiring the granting of I-S undergraduate deferments, restoring the relevant discretionary authority to the President, with the proviso that young men who were enrolled as full-time students in the regular 1970-71 academic year will still be eligible for deferment.

- 6 The new law eliminates the authority for I-S deferments. Under the I-S provision, students in college received a I-S-C deferment from military service until the end of their current term or semester; graduate students received the I-S-C until the end of their academic year.

- 6 In the old law, divinity students received an exemption from service. The 1971 amendment changes this to a statutory deferment. If the divinity students practice ministry after completion of their studies, they will be re-classified into class IV-D, ministerial exemption.

- Under the quota and call system in the 1967 law, National Headquarters issued quotas to the states, which then issued quotas to local boards, with credit given for enlistments. Now, regulations will prescribe a system for spreading the national call across the states in such a way that men with the same RSN will be called at about the same time. This system will still take into account enlistments.

SURVIVING SON

Except during a period of war or a national emergency declared by Congress, no person may be inducted for training and service if his father, a brother or a sister was killed in action or died in the line of duty while serving in the armed forces after January 1, 1960; or died on January 1, 1960 or after as a result of injuries received or disease incurred in the line of duty during such service; or whenever his father, a brother or sister is in a captured or missing in action status as a result of such service. (Brother and sister mean a brother of the whole blood or a sister of the whole blood.)

Any surviving son who was inducted under the Military Selective Service Act of 1967, who has not reenlisted or otherwise voluntarily extended his period of active duty in the armed forces shall, upon application, be promptly discharged from the armed forces if he qualifies for the exemption mentioned above. (This provision does not apply to a member of the armed forces if there are court martial charges pending against him, if a review or appeal of a court martial is pending, or if he is serving a sentence imposed by a court martial.)

This provision does not preclude from exemption, except during the period of a war or a national emergency declared by Congress, the sole surviving son of any family in which the father or one or more sons or daughters were killed in action or died in the line of duty before January 1, 1960, while serving in the armed forces.

**NEW PROCEDURAL RIGHTS
OF REGISTRANTS**

Each registrant making a claim before a local board or appeal board is guaranteed a fair hearing consistent with the informal and expeditious processing required by Selective Service cases. More specifically:

1) Each registrant will be given the opportunity to appear in person before the local board or any appeal board of the System to testify and present evidence regarding his status.

2) Subject to reasonable limitations on the number of witnesses and the total time allotted to each registrant, each registrant will have the right to present witnesses on his behalf before the local board.

3) A quorum of any local board or appeal board shall be present during the registrant's personal appearance.

4) In the event of a decision adverse to a registrant, the local or appeal board making such decision shall, upon request, furnish to such registrant a brief written statement of the reasons for its decision.

**LOCAL BOARDS AND
THEIR MEMBERSHIP**

The local board and/or its staff shall perform their official duties only within the county or other political subdivision for which the local board is established,

- 6 The 1971 amendment expands the provision for the sole surviving son or sister. Under the old law, sole surviving son or sister of a family in which the father or one or more sons or daughters were killed in action or died in the line of duty while serving in the armed forces, was eligible for exemption from service.

[PL 92-129: 101(d)(1), (2)]

[PL 92-129: 101(d)(3)]

- 22 (a)

The 1967 law had provided that the registrant, if he appeared before the local board, had the right to appear before the local board.

No person other than the registrant had the right to appear in person before the local board, at its discretion, permit the person, except at the discretion of the local board, to appear before the local board on behalf of a registrant.

A quorum of the local board was not required to be present at a personal appearance of a member of the local board.

No written statement was sent to the registrant in the case of an adverse decision.

- 10 (b) 3 There was no provision for the recommendation of a governor, or other executive official, in the case of an intercounty local board consisting of at least

SUMMARY OF THE 1971 AMENDMENTS TO THE MILITARY SELECTIVE SERVICE ACT	PERTINENT SECTION OF NEW LAW	SUMMARY OF THE 1971 AMENDMENTS TO THE MILITARY SELECTIVE SERVICE ACT	PERTINENT SECTION OF NEW LAW
in the case of an intercounty board, within the area for which such board is established. However, staffs of local boards in more than one county may be collocated, or one staff may serve local boards in more than one county, when such action is approved by the governor or comparable executive official of the State.	member from each component county or corresponding subdivision could be established for an area not exceeding five counties or political subdivisions when the President determined that the establishment of such local board area would result in a more efficient and economical operation. This provision remains in the new law, with the governor's "recommendation" changed to "approval".	ments or reenlistments may be suspended by the President as he may deem necessary in the interest of national defense.	Non-immigrants, with certain exceptions, were required to register with a Selective Service board and were eligible for induction after they had resided in the United States for one year.
The President is requested to make local board appointments so that, to the maximum extent practicable, each board be proportionately representative of the race and national origin of the registrants within its jurisdiction. However, no action by any local board shall be declared invalid on the ground that it failed to conform to any particular quota as to race or national origin.	There was no reference to the representativeness of local boards.	ALIENS No male alien lawfully admitted to the United States as a non-immigrant is subject to registration. No alien shall be inducted unless he has resided in the United States for one year.	3 5 (a) 1 6 (a) 1
After December 31, 1971, no person shall serve on any local board or appeal board who has reached age 65 or who has served on any local board or appeal board for more than 20 years. Minimum age for local board membership is 18.	The maximum age for local and appeal board membership was age 75, and the maximum period of service was 25 years. There was no minimum age for local board membership prescribed in law, although regulations set a lower limit of age 30.	The status of an alien admitted to the United States as an immigrant may be adjusted to that of a non-immigrant if he acquires an occupational status which would, if he were seeking admission to the U.S., entitle him to non-immigrant status. Such occupations would be those identified by A, E, or G visas, and examples of these are diplomats, treaty traders, and exchange visitors. An alien who is in one of these occupations but who wishes to retain his immigrant status may file a waiver of all rights, privileges, exemptions, and immunities, in accordance with the Immigration and Nationality Act, to which he would be entitled as a result of that occupation and status; he will then be subject to registration but deferred from induction as long as his occupational status continues.	1 6 (a) 1
RESPONSIBILITY FOR CIVILIAN WORK PROGRAM The Selective Service National Director shall determine what I-W civilian work is appropriate, and shall also be responsible for finding civilian work for I-O's and placing them in appropriate jobs contributing to the national health, safety, and interest.	6 (j) The local board determined the appropriateness of civilian work, pursuant to Presidential regulations, and local boards had the responsibility of finding civilian work	Any person who subsequent to June 24, 1948, serves on active duty for at least 12 months in the armed forces of a nation with which the United States is associated in mutual defense activities as defined by the President may be exempted from training and service, but not from registration.	6 (a) 1
STATUTE OF LIMITATIONS No person shall be prosecuted, tried, or punished for evading, neglecting or refusing to register unless the indictment is returned within five years after he reaches age 26 or within five years after he does register, whichever comes first.	12 (d) The length of the statute of limitations pertaining to violations of the Military Selective Service Act of 1967 was five years, but the technical effect of a court decision indicated that a registrant should have a continuing responsibility to register until age 26.	DRAFT LIMITATIONS Not more than 130,000 persons may be inducted into the armed forces in the fiscal year ending June 30, 1972, and not more than 140,000 in the fiscal year ending June 30, 1973, unless a greater number is authorized by law.	6 (a) 1 5 (e)
REPUBLICATION OF REGULATIONS Any regulation issued under the Military Selective Service Act shall become effective until 30 days following the publishing of the regulation in the Federal Register. During this 30 day period, any person may submit his views to the Selective Service Director on the regulation, but no formal hearing shall be required. These requirements may be waived by the President if he determines that compliance with them would materially impair the national defense, and he gives public notice to this effect at the time a regulation is issued.	13 (b) There was no requirement concerning the pre-publication of regulations.	STANDBY DRAFT If inductions are discontinued because the armed forces are placed on an all-volunteer basis, Selective Service shall be maintained as an active standby organization, with a complete registration and classification structure capable of immediate operation in the event of a national emergency, and personnel adequate to reinstate immediately the full operation of the System, including military Reservists who are trained to operate the System and who can be ordered to active duty for such purpose.	5 (e) 10 (h)
ENLISTMENTS INTO THE ARMED SERVICES Nothing shall be construed to repeal, amend, or suspend the law authorizing voluntary enlistment or reenlistment into the armed forces. However, no person shall be accepted for enlistment after he has been issued an induction order, unless authorized by the Selective Service Director and the Defense Secretary. In addition, whenever the Congress or the President has declared that the national interest is imperiled, voluntary enlist-	15 (d) Under the 1967 law, there was no provision authorizing enlistments after receipt of induction orders.	STATE DIRECTORS No state director shall serve concurrently in an elected or appointed position of a state or local government without the approval of the Director.	10 (b) 2
		MISCELLANEOUS The Secretary of Defense and the Secretary of Health, Education, and Welfare shall conduct a joint study concerning	[PL 92-129: 101(c)] There was no such provision.

SUMMARY OF THE 1971 AMENDMENTS TO THE MILITARY SELECTIVE SERVICE ACT

meeting the medical needs of the armed forces through means which would require less dependence on medical personnel of the armed forces. Special consideration shall be given the feasibility of providing medical care under contracts with clinics, hospitals, and individual medical professionals at or near United States military installations. The results of the study and the recommendations which the Defense Secretary and the Secretary of HEW deem appropriate shall be submitted to the President and the Congress within six months.

Concerning the term "regular or duly-ordained minister of religion," a man must preach and teach as a *bona fide* vocation.

The National Selective Service Director is authorized to make final settlement of individual claims, for amounts not exceeding \$500, for travel and other expenses of uncompensated personnel incurred while in performance of official duties.

Selective Service funds are available for paying expenses of emergency medical care of registrants and transportation and burial of the remains of registrants who suffer death while acting under orders. Such burial expenses will not exceed the maximum that the Administrator of Veterans' Affairs may pay under United States Code provisions.

The name of the Environmental Science Services Administration, commissioned service in which constitutes an alternative to military service, has been changed to the National Oceanic and Atmospheric Administration.

Section 10 (e) of the old law, concerning "Fiscal Agent" is repealed because it is obsolete.

The Secretary of Transportation is substituted for the Secretary of the Treasury.

OF NEW LAW
HOW THIS DIFFERS FROM THE
MILITARY SELECTIVE SERVICE
ACT OF 1967

16 The word "bona fide"
(g) was not included.

3

10 The maximum amount
(f) was \$50.

11 The maximum amount
was set at \$150 for any
one case.

4(a), (b) (d)
3; 6(d); 9(j)

RELATED PROVISIONS OF PUBLIC LAW 92-129 WHICH ARE NOT PART OF THE MILITARY SELECTIVE SERVICE ACT

PAY INCREASES The military pay increases total \$2.4 billion:

- ☐ A basic pay increase (to be effective November 13, 1971) primarily for draftees and other men with less than two years service
- ☐ Raises in Basic Quarters and Dependence Assistance Allowances
- ☐ A first term enlistment bonus of up to \$3,000 for combat duty if the man is enlisting for at least three years
- ☐ Special pay for optometrists
- ☐ Pay for recruiter expenses

STRENGTH LEVELS

Army	974,309
Navy	613,619
Marine Corps	209,846
Air Force	755,635

(These figures, for fiscal year 1972, do not include Reserves or the National Guard.)

"END-THE-WAR" It is the sense of Congress that the United States terminate at the earliest practicable date all military operations of the United States in Indo-China and provide for the prompt and orderly withdrawal of all United States military forces at a date certain, subject to the release of all American prisoners of war held by the Government of North Vietnam and forces allied to such Government and an accounting for all Americans missing in action who have been held by or known to such Government or such forces.

DRUG AND ALCOHOL TREATMENT The Secretary of Defense shall establish a program to identify, treat, and rehabilitate members of the Armed Forces who are drug or alcohol dependent persons, and identify those examined at AFEES who are so dependent. The latter shall be refused entrance into the Armed Forces and referred to civilian treatment facilities.

PRESIDENT NIXON signed the 1971 Amendments to the Military Selective Service Act into law on September 28, 1971, at 3:40 p.m. in the White House. Watching the signing of the new law are, left to right, Senator John Stennis (D-Miss.), Secretary of Defense Melvin R. Laird, Congressman Leslie C. Arends (R-Ill.), Senator Gordon Allott (R-Colo.), and Congressman F. Edward Hebert (D-La.).

Stated the President after the signing:

Today I am signing into law H.R. 6531. This legislation achieves two objectives of major significance:

☐ It is a significant step toward an all-volunteer armed force, as it remedies the long-standing inequities in military pay for the lower grades.

☐ It introduces important, additional reforms of the draft, making it as fair and equitable as possible as we progress toward the volunteer force. I am most hopeful that this is the last time a President must sign an extension of draft induction authority. Although it will remain necessary to retain a standby draft system in the interest of national security, this administration is committed to achieving the reforms in military life as well as the public support for our Armed Forces which will make possible an end to peacetime conscription. The more equitable pay scales provided by this act are essential to achieving this goal.



NEW TRAINERS RECEIVE INSTRUCTION—RAINING AT BOARDS BEGINS

THERE WERE 52 of them who traveled from different states to a Holiday Inn in Louisville, Kentucky. Thirteen women were among them, as well as 18 military officers. Some had been with the Selective Service System over years. Others were appointed to their present posts just a few weeks before. During a two week period, September 12-24, they attended classes and workshops.

Who were they? The System's new state training specialists, appointed just a couple of months ago. They were attending the first training conference for trainers in the history of the Selective Service System. (See Selective Service NEWS, June 1971 and August 1971.) "I wish they had started this 29 years ago," commented training specialist Inez K. Kalua of Hawaii about the Uniform National Training Program. "I am glad I came because I have discovered my inadequacies in training."

"This training program is the greatest thing that has happened to the System," said Major Daniel J. Levesque, Arizona's training specialist. "Now we have a positive program. We are moving into the 20th century."

For some, the session was a matter of learning new tricks of the trade, "as they had been assigned the responsibility of training in their state long ago. For others, it was a "toy new bag."

The trainers spent 9:00 a.m. to 4:00 p.m. and 7:00 p.m. to 9:00 p.m. of each weekday in sessions, after a coordination meeting at 8:45 a.m. They had 15 different instructors, eight from the federal government and seven from private industry. Each night brought them new network assignments. "Nightly clinics," or "pop sessions," gave them the opportunity to "let their hair down," and discuss any ques-

tions or problems with National Training Manager George Polansky. In addition, they filled out critique sheets of each class for the purpose of revising National's future training sessions.

The entire first week was taught by Civil Service Commission (CSC) instructors in a joint Selective Service/CSC training effort. This training represented, as far as all those involved could remember, the first time in the history of federal government that a national group of training specialists was trained by a cooperative effort of two different government agencies. Training Manager Polansky added, "We are now in the planning stages of other programs with the CSC."

That first week of instruction gave training in the definition and role of the state training specialist. Nominated by the respective state director and approved by National Headquarters, the specialist is responsible for training in his state. He is a national resource person who may be called upon by the national training manager to help instruct in other states and to help in the development of new instructional materials.

Other topics taught the first week include theories concerning adult learners, demonstrated techniques of teaching, lesson plan and outline development, the use of visual aids, and conference leadership. Students were shown how to use a video tape recorder (a closed circuit TV). Then, as each student presented a topic to the rest of his workshop, his presentation was taped, and later it was played back and critiqued by the rest of the class.

The second week brought another flurry of learning. Instruction was given by the System's National Training Department staff in the use of Optical Character Recognition typewriters, which are necessary for preparing di-

rect input material for the System's future computer, and also the new Registration Manual. Local board personnel are, or will soon be, receiving instruction in both these areas from their supervisor or training specialist. Trainers also received an orientation to Selective Service's present and future data processing systems, as well as training in human relations. They discussed the philosophy and policy of the Selective Service training program, and contributed input into "The National Training Plan," a manual on training soon to be distributed to state headquarters.

3-M, a Minneapolis, Minnesota based business products company, illustrated multimedia instructional techniques, and students later made their own transparencies and showed these on a projection screen.

The two weeks of professional training instruction ended in a graduation banquet, at which National Director Dr. Curtis W. Tarr was the keynote speaker. In his address Dr. Tarr discussed the fundamental reason behind the Uniform Training Program. "In the history of the agency, the one thing that has changed the whole character of Selective Service is the lottery . . . It has forced us to have consistency. We cannot afford to have one board operating one way and another board, another way." The Director mentioned two ways of achieving this uniformity: training, and supervision and inspection.

All students received course graduation certificates.

"The state training specialist's prime job," said Polansky, "is to help the System's management staff build a team to develop the full potential of all supervisory and managerial personnel, so that these people can help train others within the System." "We realize that the training specialist cannot train all the people in the System, but he can build a team of dedicated, well-trained supervisors. The real training team and force is the supervisor staff."

PHILOSOPHY AND POLICY OF THE UNIFORM NATIONAL TRAINING PLAN

Excerpt from the January 1971—June 1971 "Semi-annual Report of the Director of Selective Service."

Under the Manpower Administrator, we have established a training office. Plans are now underway for a continuing program of training for our personnel, both new and experienced. . . . In the next few months, training will be the most important activity of the System.

Excerpt from "The National Training Plan," a manual on training which is being distributed to all state headquarters.

The Uniform National Training Program will involve a coordinated team effort to establish comprehensive and uniform training throughout the entire Selective Service System, in order to improve procedures, operations, supervision and morale at all levels.

The end result of Uniform National Training is the further fulfillment of the charge given to the National Director by the President: to insure that Selective Service provides young men of America with a concerned, suitable, and efficient selection system.

Within the National Headquarters, the functions of the National Training Department will be as follows: (1) to develop the policies and procedures for matters pertaining to training (2) to plan, organize, and supervise the preparation and presentation of all Selective Service training programs and the development of training devices (3) to assist the states in accomplishing training requirements.

Training material used in courses conducted within the Selective Service System must have prior approval of the Training Department or be issued by the Training Department. The development of training material will be handled in two ways. First, when a need for training has been identified, relevant materials on hand in the states or in other elements of the System will be obtained by the Training Department. State input . . . will be assured, since the training specialist will be detailed to the national training center to participate in a team effort in the production of training materials. This material will be retransmitted to the organizational element within the System which has the greatest technical expertise on the subject in question. Experts will design the objective to be obtained from the learners, conduct a task analysis and then prepare a narrative describing step-by-step the items to be taught. This will then be transmitted to the Training Department for

conversion into training literature and materials. When the technical material has been converted into a training program, it will be tested in the field by the Training Department, modified as required, and returned to the functional manager for coordination and validation.

The second method involves the revision or updating of material. The responsible operational element of the System will revise the technical narrative and transmit the changes to the Training Department, and then follow the sequence of events which are delineated above.

When courses are produced, they will include in a total package a text for student use, an instructor's guide, lesson outlines, visual aids if appropriate, and test devices.

When the material is distributed, independent changes in procedure will not be permitted. Recommendations for changes, however, are encouraged and will be transmitted through state training specialists to the National Headquarters training manager.

The (state) training specialist will use the state's area and/or group administrative supervisors to conduct training sessions for local board secretaries and their assistants. When appropriate, area and/or group supervisors will be responsible for the training of local board members and other uncompensated personnel.

New Registration

Continued from page 1.

Distribution instructions for the new Registration Certificate will differ slightly from the old form. The new form will be a two-copy form with the first copy being mailed to the Data Processing Center and the second copy to the registrant. The Data Processing Center will use their copy to create an information bank which, in turn, will be used at some future date to produce the List of Registrants (SSS Form 3) for the local board clerk, thus saving her additional time and work.

The new forms will be received at the Data Processing Center in such a volume that it will be impossible for men to read them. To overcome this problem, procurement action has been initiated for an Optical Character Recognition (OCR) reader.

The OCR reader is a Lundy-Farrington Model 3030 which will read the data typed on the form at the local board and convert it into a form that is acceptable to the Main Processing System. This reader will be capable of reading approximately two forms per second. It will also have the capability of checking the forms to see if, for example, numbers have been included in a man's name or if letters have been included in the Selective Service number.

When errors are detected, every attempt will be made to correct the error at National Headquarters. However, those errors that cannot be corrected will be referred to the local board for correction and resubmission to National Headquarters. This process of error detection and correction will be perfected as we proceed to implement the total system.

States Use Variety of Recruiting Methods for New Board Members

IN LIGHT OF THE NEW local board membership requirements, as provided for in the 1971 amendments to the Military Selective Service Act, states have massive tasks on their hands recruiting new board members. Under the amended Military Selective Service Act, the maximum age for local and appeal board membership is lowered from 75 to 65 and the maximum length of service is lowered from 25 to 20 years, effective January 1, 1972. The new act also lowers the minimum age for local board members from age 30 to age 18.

Some states have reported that they must now replace over 40 percent of their local board members. A couple of states say that, in some cases, entire boards will be "wiped out."

A recent random survey of ongoing recruitment procedures reveals that states are demonstrating both their uniformity and individuality. The majority of states contacted said that one technique is to ask local board members for suggestions of potential members. Another frequent method is for state headquarters and others to solicit suggestions from people outside the System, such as civic organizations; veteran's organizations; minority and ethnic groups; local, state and federal

LITTLE NOTES OF BIG INTEREST

• The Outstanding Executive Secretary of the Year Award, announced in the July issue of Selective Service NEWS, has been changed. State headquarters will be receiving a letter from National describing a similar honor to be awarded instead.

• Effective September 30, all states using State Advisory Committees on Scientific, Engineering and Specialized Personnel have been asked to terminate these volunteer bodies. This action has been taken because of the System's diminished need for supplemental assistance in classifying registrants having critical skills or other essential occupations. (Letter to All State Directors, September 2, 1971)

• An unexamined registrant has the right to one preinduction physical examination within 60 days of submitting a written request, even though he may be in a deferred classification. (LBM No. 105, dated May 24, 1971)

• Concerning a registrant's right for a medical reevaluation and review, the opportunity for this final review, because of operational considerations, is offered one time only except in cases where it is determined by the state director that a substantive change in physical condition has occurred. Determinations of physical acceptability are not made by the state director when he exercises his administrative authority as to whether or not a file should be forwarded to AFES for reevaluation. Further, a review by the Surgeon, U.S. Army Recruiting Command prior to June 1, 1971, does not meet the "one time only" provision and a request for a final review under LBM 121 will be processed for review.

• By the authority of LBM III, the Special Form for Conscientious Objector (SSS Form 150) will be received by local boards and placed in the Cover Sheet after the Order to Report for Induction has been issued. Although such a request will not be considered by Selective Service, it will be evaluated by the inductee's military service.

• LBM 118, concerning Persons Not Required to Register, has been rescinded.

government officials; and county and state bar associations; as well as other professional societies. States also reported asking for recommendations from Reserve and National Guard officers and from other uncompensated Selective Service employees, such as advisors to registrants, appeal agents, and registrars.

Unique recruiting methods, at least among those learned of in the random telephone survey, are the following:

- In Wisconsin, a Reserve officer spent his entire two week tour of duty driving through six counties talking with businessmen, community leaders, schools, bankers, and others in an attempt to get "a fresh, outside approach" to board member recommendations.
- There has been a Governor's Recommendation Committee in each county in Ohio since 1948. Consisting of the presiding judge of the Common Pleas Court, the Probate Judge, and a third member of the community, each committee generates its own board member recommendations, as well as receiving them from the local board and state headquarters.
- New York City has asked their Youth Ad-

POLICY ISSUED FOR UTILIZATION OF MILITARY PERSONNEL

ADMINISTRATIVE BULLETIN No. 2.30, issued August 9, 1971, spells out the policy for the recall to active duty, retention and utilization of commissioned and warrant officers on extended active duty with Selective Service. The bulletin states that commissioned and warrant officers on extended active duty serve for an indefinite period of time.

Under the System's grade structure, each position in the System is designated to be filled by a certain grade level. The assignment of military personnel is subject to this same manpower authorization system. However, if a man or woman on active duty is eligible for a promotion, but no job is then available for the higher grade level, that person will not be denied the promotion.

Active duty military personnel may be reassigned within the System, on permanent change of station orders, when an appropriate vacancy exists and either their services are not required at their current duty station, or they are promoted to a grade beyond that authorized for their position and there is no subsequent vacancy at their duty station which would be appropriate.

All reassignments made under this plan will be made with a minimum of 90 days advance notice, in writing, to the officer and the state director or division chief concerned. Regarding requests for release from active duty, these may be submitted at any time, although approval of them is contingent upon the needs of the System. An officer who has served one year or more on active duty on his current tour will be released.

The Manpower Administrator is the action officer for all active duty military personnel actions.

visory Committee for board member suggestions. In addition, the headquarters has sent over 2,000 letters to minority group organizations and leaders soliciting interest, and has asked for still more recommendations from minority board members and ministers.

- Arizona has been working on local board recruitment since July. In Tucson and Phoenix, the state is receiving recommendations from National Guard and Reserve units.
- Florida recruits through a Governor's advisory committee in each county.
- Idaho is recruiting through local board members. It may send Reserve officers to board offices to help members on the recruiting project.
- In California, the presiding judge of each Superior Court makes recommendations to the Governor.

Board members are appointed by the President of the United States, upon the recommendation of the Governor. By law, each board must have a minimum of three members, although more may be used.



Selective Service NEWS

Employees offer host of suggestions

As of press time, National had received some 600 letters from Selective Service employees in 16 states. In total, all these correspondences offered more than 275 different suggestions as to how the System might be made more efficient and effective.

An August 16 memorandum from Assistant Deputy Director for Operations Daniel J. Cronin solicited the recommendations. "Through the proposals which you make, we shall be able to ascertain where our problem areas lie and actions which we may be able to take, not only to reduce the workload which overburdens many of you, but also bring the System into uniformity," Mr. Cronin said.

The suggestions, which run the gamut from low registration procedures could be improved to the need for new office equipment, are in the process of being reviewed by the proper National headquarters official. A few of the outstanding recommendations may be immediately shared by everyone:

■ The Ashland, Virginia board office helps registrants returning to the board after active duty to find employment and to take advantage of various veteran benefits. Every man is given a "Today" brochure, issued by the Veterans Administration (VA) which informs veterans of their rights and of addresses of VA offices where they can get further information. The office also shows a genuine interest in the registrants' study plans, advising them of the location of educational programs. "This takes only a few minutes from our day, and the registrant leaves the office in a happy mood," stated Executive Secretary Edith T. Thrower of her office's helpful procedures. This same board reviews the questions on SSS Form 100, Classification Questionnaire, with the registrant when he registers to make sure he will understand how to fill it out when he receives it.

■ The Madera, California board office places a wire rack on its board member table with five large envelopes, each marked with a board member's name. As directive materials are received by the board, copies are placed in each of these envelopes. Each board meeting day, the members are simply given the material from their envelopes.

■ Kentucky State Headquarters has devised a sliding guide for each year's Random Selection Sequence Chart to help locate the proper RSN. "It has been the experience of this headquarters that human failure is quite prevalent in the assignment of the proper sequence number. . . This aid has been beneficial as it helps to remove human weakness," stated Kentucky State Director Colonel Taylor L. Davidson.

DIRECTOR GRANTED AUTHORITY TO ISSUE REGULATIONS

President Nixon signed Executive Order No. 11623 on October 12 giving the Selective Service national director the authority to "prescribe the necessary rules and regulations to carry out the provisions of the [Selective Service] Act." Heretofore, the President issued these directives as Executive Orders. The national director's new authority, which is similar to that possessed by most federal agency chiefs, will allow for swifter implementation of new policies and procedures.

Before the required prepublication of any new rule or regulation in the Federal Register 30 days prior to its effective date, the Director is required to request views regarding the proposed change from the Secretary of Defense, the Attorney General, the Secretary of Labor, the Secretary of Health, Education, and Welfare, the Secretary of Transportation (when the Coast Guard is serving under the Department of Transportation), the Director of the Office of Emergency Preparedness, and the Chairman of the National Selective Service Appeal Board. These agency heads must be given at least 10 days to submit their views. They have the power to notify the Selective Service director if they disagree with a proposed provision, and to request that the matter be referred to the President for a decision.

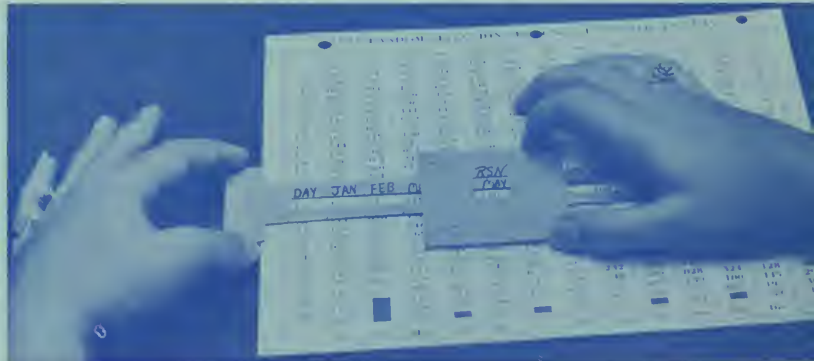
DIRECT SYSTEM-WIDE MAILING

BEGINS MID-DECEMBER

Beginning in mid-December, all Selective Service employees—both compensated and volunteer—will receive at their homes or business offices a copy of Selective Service NEWS, along with a summary of all policy directives issued in the past month and any other appropriate materials, to keep them more completely informed. The mailings are designed to supplement the current practice of distributing LBM's, Letters to All State Directors, and other policy documents to local board offices and state headquarters.

The mailings will be handled by the Denver Service Center. The System has purchased a new Pitney-Bowes machine which will assemble and stuff material into envelopes. Each state headquarters will furnish Denver with sets of addressed envelopes for all the compensated and uncompensated employees in its state.

Stated Dr. Tarr about the new mailing, "Because of the law and regulation changes and our continuing transition to a standby draft system, I believe it is increasingly important to inform our personnel in the field. . . (The mailing) should develop an increased sense of involvement and commitment by all our personnel. . ."



Youth Advisor intern Bonnie Blanton of Atlanta, Georgia finds the RSN for her birthday on the 1971 Random Selection Sequence Chart, with the aid of a sliding guide. Developed by Kentucky State Headquarters, the guide is made of cardboard.

Why not try making one yourself? Cut two strips of cardboard 12" long and 1" wide, except the $\frac{3}{4}$ " overlap at each side of the chart, which should be 2" wide. Then cut a slit out of the middle of the top cardboard strip which is the width of one line on the

chart. Staple the two strips together at each end. With a pen or pencil, divide the top strip into separate sections corresponding to the labels at the top and bottom of the chart—i.e., "Day" and the months of the year. Then cut two 2" square pieces of cardboard with a $\frac{3}{4}$ " square cut out of the middle of each piece. Staple these together with the top cardboard strip in between. On the top square, write "RSN." Kentucky recommends reinforcing the chart by gluing two of the charts together, with a piece of cardboard in between.

On Entering the Computer Age

Our progress in these initial stages of installing a data processing system for Selective Service has been extremely satisfying. I want to thank all of you for your cooperation and enthusiasm in this worthwhile and necessary project. As you know, our goal is to implement a sound, simply designed, and economical system. Utilization of data processing techniques will allow us to satisfy federal regulations requiring reliable and timely information and will also make the system flexible enough to operate efficiently at whatever level of response the Congress and the President require.

Our maintenance of minimum information on great numbers of people, which is a small portion of that in each registrant's file, resembles the paperwork requirements of insurance companies, banks, retailing firms, and virtually any large organization granting credit. One would not expect any large business firm to cope with its paperwork by manually kept records, but Selective Service, until now, has attempted to do so. That the result has not been entirely successful is confirmed by the backlog of work in some of our local boards. We have had to deal with costly record duplication because manually kept records are hard to handle, difficult to transmit, and generally bulky and expensive to store and file.

By the use of data processing machinery, we will be able to maintain records with greater accuracy and speed, allowing all of us to operate more efficiently and giving our local board personnel more time to devote to personal contacts with registrants for which there is no substitute: answering questions, giving advice, providing assistance during registration or while preparing claims, and making inquiry during the times when any system,



regardless of its careful design and operation, produces errors. The computerization of some of our record keeping will in no way alter the all important job of our local board members to make their judgments concerning individual draft cases.

Establishing a data processing system is requiring changes for us all. Some Selective Service forms are being revised, some paperwork flow is being altered, data processing machines are being purchased, and computer programmers are designing the best uses of the machines. Most important, all of us are being trained so that the new system will operate to fulfill our expectations. During the initial phase of each new application of the system, by the way, our computer experts at National eagerly solicit your

California Divides into Two Operational Divisions

While state headquarters remains in Sacramento, California now has a Northern and a Southern Region, each under the control of a deputy state director. Necessitated by the large number of registrants in the state, along with the geographical length of the state, California's new operational division is designed to facilitate that state's day-to-day operations.

California leads the country in its number of living registrants, with a total of over 3 million. Four other states trail this large volume with over 2 million living registrants each: Illinois, Ohio, Pennsylvania, and Texas. New York has been divided into New York City and the rest of New York State since immediately after the enactment of the Military Selective Service Act of 1940. New York has close to 2 million living registrants in each of its jurisdictions, which operate completely independently from one another. California's division differs from that in New York in that the former continues to have just one state headquarters.

recommendations, with the necessary understanding that any suggestion must be given careful evaluation before being implemented. Because the heart of our system is at our local boards, it is not surprising that almost half of the cost of the new system during its first year is for the purchase of optical character recognition typewriters, which every board by now has received.

Our computerization program for registrant data is called the Registrant Information Bank. This will be a current file of minimum information on our active registrants, beginning with those registering during 1971. It is designed to produce management information and routine reports. By June of next year, we will have phased in five groups of revised Selective Service forms so that they will be acceptable to the computer, and we are to begin orientation and training in the most effective ways of using RIB output next August and September.

Another phase of the System's computer plans with which you may not be familiar concerns accounting and payroll. We will start the testing stages of the computerization of our accounting and payroll systems, which are handled by our six service centers, during May and June of 1972, with full implementation scheduled for July. These systems will enable us to make certain statistical reports on personnel as well. About a year from now, a project to develop a full-scale personnel data system will be launched.

Working together during these next several months, I think we will all be able to reap a number of benefits from our new computer program. The most important of these benefits continues to be, of course, even more responsive service to our registrants.

Curtis W. Tarr

Beginning this fall, participants in senior ROTC programs will be certified as ROTC cadets in their freshman year, and thus receive a 1-D deferment from military service at that time, provided they have signed a ROTC deferment agreement and are enrolled in the program. The military services have altered from their former policy of certifying ROTC students in their junior year of college in an effort to ensure ROTC students of their deferment, despite the anticipated phasing out of undergraduate student deferments.

Leon L. Brunson, a member of the East Tawas Michigan local board, recently received a call from an upset father who said his son forgo his billfold when he left for the Detroit AFES to report for induction. Mr. Brunson decided that the best way to remedy this situation was to drive to Detroit—almost 200 miles away—and give the young draftee his billfold personally. Said the board volunteer after his trip, "It was well worth it to see the young man so pleased to get his billfold, even if it was three in the morning."

This is the Lundy-Farrington scanner, which is reading the revised SS Form 2's (Registration Certificate) local boards have been sending the Data Processing Center since November. The scanner consists of three parts: (l. to r.) an output device which produces the input information on magnetic tape, the scanner itself which reads the forms, and a teletype console which controls the scanner.



First RIB Data Being Gathered

The first data for the System's future Registrant Information Bank is now being compiled. Each state director has been asked to mail monthly Forms 112 and 112-A, Minutes of Local Board Meeting, to the Data Processing Center National. Sent in monthly installments of the Minute forms of 1971, the Processing Center will have received all the forms for this

year by March of 1972. A special task force at National will process the forms. After registrant lists are made, they will be sent back to state headquarters in the form of locator printouts.

Beginning in December of 1971, copies of a revised Optical Character Recognition Form 110, Notice of Classification, will be sent to the Data Center to report classification actions. The center will obtain the necessary data for young men registering in 1972 and thereafter from this revised form.

New Board Manager Award

Other New Honors Also Created

The award for the Outstanding Executive Secretary of the Year, announced in the July issue of Selective Service NEWS, has been revised and expanded. The award, as authorized by Administrative Bulletin No. 2.805, is now titled Outstanding Local Board Manager of the Year and will be presented to one employee in each of three categories according to the local board size (the size of the board's active registrations). Nominees for the award may be selected from among outstanding area and group supervisors and executive secretaries. State directors will be able to submit one nomination for each of the three categories.

Three other new awards are being instituted. A "Distinguished Service Award" (authorized by Administrative Bulletin No. 1.61) will be the highest honorary recognition awarded by the National Director for extraordinary performance or contributions. This award is to be given to a limited number of nominees annually. An "Exceptional Service Award" (See Administrative Bulletin No. 2.803.) will be the second highest recognition awarded by the Director annually to a limited number of persons for exceptional service or major contributions. The third new honor is a "Meritorious Service Award" (See Administrative Bulletin No. 2.804.), recognition for distinguished service or achievement, which can be awarded anytime by the national director and state directors.

Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1968.

This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act of 1967, or any other acts of Congress.

Communications should be addressed to: Office of Public Information, National Headquarters, Selective Service System, 1724 F Street, N.W., Washington, D.C. 20435. For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402—price 10 cents (single copy). Subscription Price: \$1.00 per year, 25 cents for foreign mailing.

Survey Shows COs Talented

A September survey conducted in nine states regarding the educational level and training of CO's who are awaiting 1-W work assignments reveals the following results:

Average age	22.1 yrs.
Average years education	14.75 yrs.
college graduates	42%
some college	35%
high school graduates	18%
trade school	4%

Skills:	
Teaching	28%
Crafts (carpentry, welding, photography, painting, electricity, plumbing, etc.)	20%
Mechanics	5%
Accountants/bookkeepers	5%
Farmers/fishermen	4%
Clerical/sales	28%
Miscellaneous	less than 4%

Physicians, lawyers, nurses, engineers (chemical, electrical, et. al.), social workers, counselors, journalists, truck drivers, entertainers, cooks.

It appears that the current campaign to broaden the work opportunities of 1-O's is feasible, since the CO's appear to have a variety of marketable skills.

Of the 12,216 CO's presently performing civilian work, the following talented young men hold unique jobs:

■ A member of the Beach Boys plays with his rock group in California prisons, hospitals, and orphanages.

■ A 23-year-old man with degrees in chemistry and biology is working as a lab technician for a research team headed by Nobel Prize winner Linus Pauling in California studying the molecular effects of aging.

■ In Philadelphia, five architecture school graduates are on the staff of the Architects Workshop, a non-profit group that combines architectural know-how with social work in poverty areas.

In addition, a young industrial engineer supervised the office layouts and construction alterations at Bellvue Hospital in New York City. This man has since been hired by the hospital.

ST. PAUL SLACKERS TAKE 'DOPE' and PULL TEETH, DOCTORS SAY

Examining Physicians Tell of Ruses Used in Attempts to Evade Conscription

St. Paul's draft slackers are trying to evade service in the conscription army by taking drugs, pulling their teeth and feigning defective hearing and eyesight, examining physicians declared last night.

Several men who were examined in the Third and Eighth districts yesterday were found to have apparently impaired heart action and are suspected of having taken a "shot of dope." Their cases are being investigated.

In the Second District it was reported that two men were found who had pulled molars in an obvious attempt to disqualify in their teeth test, and in several districts several others are suspected of faking inability to see and hear.

"Such tactics are causing us added labor, but it is not going to do these men any good," said Dr. B. F. Simon. "We have no absolute proof of any specific case yet, but we are investigating thoroughly. We have special tests to detect frauds and are fully prepared."

Extracted from yesterday's paper? Not quite. This article appeared in the Minneapolis Sunday Tribune on August 5, 1917, a copy of which was discovered in a false ceiling of the Saint Peter, Minnesota draft board office after an arson attack last January. The hypothesis is that the paper, along with several other Tribune issues, was serving all these years as insulation against the cold.

Two More National Conferences

Following the recent national policy committee meetings, the national fiscal conference, and the national trainers conference, meetings have also been held for Selective Service attorneys and operations heads.

Meeting at National Headquarters November 2-4, the System's 12 regional attorneys and four state headquarters attorney advisors discussed various legal issues with the staff of the Office of General Counsel. The lawyers talked about new legal problems which have arisen as a result of recent court decisions, and the new draft law, proposed regulations, and other directives, in order to give their states the best legal advice possible.

The first National Operations Conference was held November 14-18 in Savannah, Georgia. With the operations manager and chief of local board operations in each state except Guam and the Canal Zone attending, the conference dealt with the following draft topics: COs, the 1-W work program, classification, local board operations, year-end problems, management techniques, and special operations programs. The conferees also worked together to identify major operational problem areas. There will be subsequent operations meetings in the states November 22 and December 3 to review the policies and procedures discussed at the national meeting.

FULL-TIME MINORITY EMPLOYMENT IN SELECTIVE SERVICE:

May 70 vs. May 71

	TOTAL COMPENSATED	MINORITY GROUPS	MINORITY PERCENT OF TOTAL
May 1970	6,509	586	9.0%
May 1971	5,746	619	10.8%

COMPARISON WITHIN MINORITY GROUPS	NEGRO	% OF TOTAL	SPANISH SURNAME	% OF TOTAL	AMERICAN INDIAN	% OF TOTAL	ORIENTAL	% OF TOTAL
May 1970	425	72.7%	112	19.1%	14	2.4%	35	6.0%
May 1971	462	74.6%	114	18.4%	13	2.1%	30	4.9%

As the above figures indicate, while total full-time employment within Selective Service decreased during this period, minority group employment steadily increased.

In the continuing dialogue at the national level to solicit more minority volunteers in the System, National Director Curtis W. Tarr and Equal Employment Opportunity Director Reynaldo P. Maduro met with Clarence Mitchell, Director of the Washington Bureau of the National Association for the Advancement of Colored People (NAACP) on September 27,

and with Henry M. Ramirez, Chairman of the Cabinet Committee on Opportunities for Spanish-Speaking Peoples on September 1. In addition, Maduro, together with New York City Selective Service Director Paul V. Akst, met with the NAACP Director of Armed Service and Veterans' Affairs on October 15. Earlier this fall, Maduro spoke at a national convention of the National Medical Association. In all instances, the organizations expressed enthusiastic support for the System's drive to have people who are representative of the makeup of their area participate in Selective

Service affairs.

Also in September, Deputy National Director Byron V. Pepitone met with the new office of Equal Employment Opportunity Director Philip V. Sanchez, who is, incidentally, a Selective Service Reservist in California. Sanchez told all EEO regional directors of the Selective Service recruitment campaign, asking them to contact the Selective Service state directors in their area. Sanchez pointed out that EEO Community Action Agencies would be good vehicles by which to contact minority group members.

LBM Concerning Year-End Problems Revised

A revised LBM 99 issued early in November reflects the institution of uniform national drafts, as well as several other draft reforms. Under the new draft call procedure, all available men with an RSN equal to or below nationally announced RSN ceilings will be called for induction.

One result of uniform national calls is a shortening of the actual RSNs to three digits only—those based on the relevant lottery drawing. Since all men with RSNs up through a certain cutoff will be called, no distinction need be made among men with the same RSN. Therefore, the last four digits of RSNs, corresponding to a registrant's last and first name as determined by the Alphabetic Sequence Chart, will not be assigned in the future.

The new memorandum clarifies the method for assigning RSNs. A registrant is given his lottery number at the time of his lottery drawing, based on the information he gave when he registered. If, after the lottery, he presents evidence verifying a date of birth other than that shown on his registration card, the records in his file will be corrected, but the RSN originally assigned him will not be changed. If he presents this new evidence before his lottery drawing, his RSN will be changed according to the "new" birth date.

The Extended Priority Selection Group has been divided into subgroups: men who entered the group in 1971 are in Subgroup A, those entering in 1972 will be in Subgroup B, etc. Concerning transfer from the First Priority Group to the Extended Priority Group, LBM 99 now states that any registrant with a "reached" RSN in the First Priority Group on December 31 of a year who was not issued an induction order with a reporting date within that calendar year shall, on January 1 of the next year, be assigned to the Extended Priority Group. Registrants in the Extended Priority Group will be tentatively identified and issued orders, by RSN, in November for the following year's January call. If such a registrant is reclassified out of 1-A or 1-A-O before the end of the year, he will not be part of the Extended Priority Group, and his induction order will be cancelled. On the other hand, a registrant issued an induction order with a reporting date within the year who had his induction order cancelled after the end of the year or who otherwise did not complete his military obligation shall, when he becomes draft eligible, become part of the Extended Priority Group. Any registrant in an Extended Priority, First Priority, or a reduced priority group shall, upon his 26th birthday, be removed from that priority group unless he is under an induction order.

The revised LBM further directs boards to "promptly consider for reclassification any registrant who requests in writing that his current deferment be ended" and who is currently classified 1-S, 2-A, 2-C, 2-D, 2-S or 3-A. If the request is received or postmarked before January 1, the classification action shall be effective as of December 31. All other information or requests received or postmarked before January 1 will be effective as of December 31 also.

World War II Law Aids Servicemen

"I have 14 more payments on my car and three more on some new furniture I bought," says a registrant to his local board clerk after receiving his induction order. "I can't make my payments if I get drafted."

This young man should be told of the Soldiers' and Sailors' Civil Relief Act. Protecting members of the Air Force, Marine Corps, and Coast Guard, as well as the Army and Navy, the act affords special protection to these men through the offices of United States attorneys and courts in any dispute about a serviceman meeting payments for obligations he made before entering active duty. If a court finds that the inability to pay is due to decreased earnings as the result of military service, the act provides for a temporary suspension of the right of creditors to use courts to compel the serviceman to pay. The act still obliges servicemen to honor their debts, but payment may be put off until after they are released from active duty.

Under the Relief Act, a court may make any number of kinds of decisions. For example, it may order reduced payments on a loan, or, in the case of a piece of property, order the serviceman to return the property and the seller to return the money paid on it. The court may also order a suspension of legal action until the serviceman returns to civilian life and is able to meet payments.

Provisions of the act include:

- If a serviceman has a financial obligation that requires him to pay more than six percent per year, he may cite the act to his creditors and pay only six percent interest. (A creditor can ask the court to require a serviceman to pay more than six percent, but he must show the court that the man's ability to pay has not been materially affected by his military service.) "Interest" includes service charges, renewal charges, fees or any charges associated with such obligations, except bona fide insurance.
- If a serviceman is unable to make payment when due on installment contracts, mortgages, or trust deeds, the seller cannot repossess or foreclose on the property without a court's permission. The court may order the return of property to the seller and tell the

seller to return the amount paid in; it may also decide to permit the serviceman to keep the property and make smaller payments than originally called for in the contract.

- If the enlistee signed a lease for an apartment or house, he may cancel the lease by giving the landlord 30 days' written notice, citing the act as his authority.

- The dependents of a serviceman who are living in a house or an apartment renting for \$150 or less may not be evicted for nonpayment of rent until a court has given its permission. This is so, whether the dependents were living in the house or apartment before or after the serviceman went on active duty. If the court agrees to eviction, the landlord will be required to wait up to three months while the serviceman looks for suitable living accommodations for his dependents. The rent for the period must still be paid.

- If an enlistee fails to pay storage charges on household goods, furniture, or personal effects when due, the storage company cannot sell the property without a court order. The court may stay the proceedings or enter a judgment that the court thinks is fair to both parties.

- The Veterans Administration is authorized to guarantee payments of premiums on up to \$10,000 of commercial insurance on a serviceman's life, provided he is unable to pay.

- A serviceman's pay and personal property is exempted from taxation by a state in which he is stationed but which is not his permanent home state.

- A serviceman may defer payment of federal, state, or local taxes on income for a period extending up to six months after his separation, if his ability to pay the tax has been materially impaired because of his active duty. In this case, the enlistee must make written requests to the taxing authority for such deferment, citing the act, and file tax returns.

- The only state that has a right to tax a serviceman's pay and personal property is his state of domicile. But another state where servicemen may be serving can tax non-military income obtained from sources in that state. A civilian member of a serviceman's household is not exempt from state taxes.

- A serviceman may retain his home state registration as long as he has paid the license fee or excise fee required by that state. The vehicle title must be in the name of the person on active duty.

- While relief is very often available under the act, an enlistee is expected and required to show good faith on active duty by doing all he can to discharge his obligations.



Selective Service NEWS

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Boards Set Up Uniform Files

Selective Service is instituting a uniform filing system in every local board in the country. The purpose of the new method is to further ensure that all registrant files are arranged in the same order, making local board procedures uniform.

Each local board is beginning its phase-in to the new system upon receipt of the new Local Board Memorandum 124, issued November 11, which describes the methods for setting up files.

The new filing methods were developed after a great deal of work by people at the local board, state and national levels. The original step was a August 5, 1971, Letter To All State Directors from Assistant Deputy Director, Operations, Daniel J. Cronin, which announced the decision to institute a national system and solicited information concerning the current filing systems used in the states as well as recommendations for the make-up of a uniform national filing

system. Then a task force, consisting of staff from the Operations and Plans and Analysis Divisions and state headquarters personnel, met at National. After this group developed a draft proposal for the new system, the plan was sent to more than a dozen state headquarters for review and comment. Upon receipt of the subsequent suggestions, National developed a proposed system. This new plan was pilot tested at the Fairfax City, Virginia draft board, and, after minor changes, was finalized.

Specifically, the filing system is designed to speed access to Selective Service files, prepare reports, select registrants for preinduction examinations and induction, aid in the review of classes, and arrange files in the order of normal work priorities. Many state directors will call on members of Reserve and National Guard units to help board personnel set up the new filing system.

Qualifications for NEW Local and Appeal Board Members

The qualifications for local and appeal board membership stated in the new draft amendments and new Selective Service regulations have been further defined by a November 10, 1971, Letter To All State Directors. The 1971 draft amendments and the regulations stipulate that, effective December 31 of this year, local and appeal board members may serve for a maximum of 20 years and may be up to age 65. The minimum age for local board members was set at 18. In addition, boards should be, as much as possible, proportionately representative of the race and national origin of the registrants within their jurisdiction. Present Selective Service regulations also state that members should not be members of the armed forces or a Reserve component.

The recent Letter To All State Directors further stipulates that new local board member appointees may not have served on a local and/or appeal board for more than 15 years or be older than age 60, and that new appeal board member appointees may not be over age 64. These additional instructions are aimed at assuring that new members may serve on local boards at least five years and on appeal boards at least one year before reaching the age and length-of-service limitations imposed by draft law. The November letter also states that members may not be employed by private industry or government to handle Selective Service matters, and that they may not hold a position which would be incompatible with the duties of a board member.



22-year-old Al Sinkler gives advice to a peer on how to fill out a Selective Service form. Al, a veteran, has been a clerk typist at this Philadelphia draft board since August 30. See story, page 3.

VIOLATION CASES

The following chart, released by the Department of Justice, shows the disposition of district court draft law violation cases in fiscal years 1945-1970, with the exception of the cases in the District of Columbia, the Canal Zone, Guam, and the Virgin Islands.

Fiscal year	Total Delinquents	Not Convicted	Convicted and Sentenced	Imprisoned	Placed on Probation	Fined and Other	Average Sentence of Imprisonment (in mos.)
1945	4,287	1,449	2,838	2,368	453	17	31.9
1946	2,651	989	1,652	1,339	301	12	20.6
1947	2,074	937	1,137	775	245	117	14.3
1948	833	529	304	212	84	8	14.1
1949	506	214	292	213	73	6	14.6
1950	449	274	175	109	65	1	13.4
1951	368	212	156	123	32	1	29.6
1952	561	248	313	272	39	2	30.5
1953	630	285	345	280	64	1	29.3
1954	822	398	424	356	64	4	26.4
1955	719	430	289	217	70	2	24.8
1956	371	185	186	123	61	2	24.0
1957	357	95	262	194	68	—	23.7
1958	325	96	229	190	36	3	21.6
1959	258	56	202	152	49	1	23.2
1960	239	73	166	126	37	3	21.5
1961	244	45	199	141	57	1	22.6
1962	274	49	225	164	60	1	21.6
1963	338	73	265	189	74	2	21.5
1964	276	70	206	146	59	1	20.8
1965	341	99	242	189	52	1	21.0
1966	516	145	371	301	64	6	26.4
1967	996	248	748	666	78	4	32.1
1968	1,192	408	784	580	202	2	37.3
1969	1,744	844	900	544	350	6	36.3
1970	2,833	1,808	1,027	450	572	5	33.5

A RECENT CASE

Facts: A registrant was ordered to report for induction on October 15, 1970. He was in school, so his induction was postponed until February 1971. He then reported for induction, but was found not acceptable, with a recommendation for a reevaluation in 60 days. The local board reclassified the registrant in Class 1-Y. At the end of the 60-day period, he was returned to the AFES and was found to be acceptable.

Question: To which selection group did he belong when again classified 1-A?

Answer: The registrant was ordered for induction from the 1970 first priority selection group. Therefore, he returned to the first priority selection group when his deferment ended. He was never in the extended priority selection group.

On Our Relearning

There is a great deal of excitement among us because of the further equity and greater efficiency promised by the many current changes in Selective Service policy. I realize that it has been difficult for you to know exactly what to do during the interim between the enactment of the new draft amendments and the effective date of the new regulations. It has been equally hard to keep up with Selective Service changes as they have occurred. Your continuing enthusiasm is greatly appreciated.

As you can imagine, keeping everyone informed about the draft reforms has not been easy, mainly because many policy decisions had to be made after the 1971 amendments became law. It was only after the enactment of the amendments that our operations experts and others, aided by a vast number of suggestions from local boards and state headquarters, could begin to define specific operational procedures. However, I am confident that informing the System, registrants, and other interested persons about the improvements in Selective Service will be one of our foremost nation-wide projects in the next several months. Basically, we are using three means to disseminate this information: public



information material, together with this newsletter; directives and related training; and national, regional, and state conferences.

Concerning the first method of communication, you have all received a special issue of Selective Service NEWS listing changes in the draft law, as well as a 12-page press release summarizing the major changes in policy effected by the new draft amendments and the then proposed Selective Service regulations. Personnel will soon receive several copies of another special issue of the newsletter which will list all regulation changes in final form. We hope boards will furnish this forthcoming issue to registrants, along with a copy of "Perspective on the Draft," until our revised information pamphlets are distributed, which should be early next year.

The real center of our relearning process is and will be composed of revised Selective Service directives and training programs. Already you have received changes in our regulations and local board memoranda. Many of our personnel have had instruction in the operation of Optical Character Recognition typewriters. As new draft procedures and training materials are finalized, you shall be given more instruction. Ultimately, we shall have comprehensive Local Board Operations Training Manuals dealing with local board work.

A good number of you have participated in our third method of System-wide communication, which we are undertaking for the first time this year—training conferences. For example, state personnel involved in fiscal matters attended a one-week conference in July, at which they were aided in familiarizing themselves with the revised Fiscal and Procurement Manual. For two weeks in September, our newly appointed state training specialists met for an introduction to modern teaching techniques and to the tasks which lay before them. Early November brought a regional attorneys' conference in Washington, at which our 12 regional attorneys and four state headquarters attorney advisors discussed recent court decisions, new legal problems, and the new draft law and proposed regulations, with the staff of the Office of General Counsel. The most recent national conference was that dealing with Selective Service

operations, held November 14-15. Attended by the operations managers and chief of local board operations from each state headquarters except Guam and the Canal Zone, this conference turned out to be an enlightening and stimulating event for all concerned. Becoming familiar with the new regulations, the states then held their own operations meetings in late November and early December.

We are dealing with so many changes in draft policy that all of us face a almost complete relearning experience. Each of us has potential for learning and I hope you are benefiting from new training opportunities. As we exercise this learning potential, we derive great satisfaction, and pride from national uniformity.

Dr. Curtis W.

What Happened to Official Notices
The Notices are discontinued in Selective Service NEWS. Instead, they will be printed in greater detail in "Directives Cap," which will be a regular inclusion in the System's direct monthly mailings.

Lots of Letters

Answer to fear that sons of famous families are given special treatment concerning their military obligation:

The February 10, 1970 issue of "The Congressional Quarterly" reported on a survey concerning the draft-eligible sons and grandsons of Members of Congress. Of this group, 50% had been deferred during the Vietnam conflict, a figure lower than the national average. Of this number of deferred men, the vast majority held student deferments. The Quarterly also reported that 48 sons of Congressmen served in the military during the last five years, 26 of them in Vietnam; and 22 sons or grandsons were in the reserves or National Guard. Other members stated that they had nephews or sons-in-law who had served in Vietnam.

There is no policy of favoritism within the Selective Service System. Each registrant is considered in the same manner, without regard to the individual's race, color, creed, ethnic group, economic status, or parental occupation. Deferments are given only for legitimate rea-

sons. The Selective Service System assures that there will be no favoritism extended to individuals because the membership of each of the more than 4,100 local boards throughout the country is made up of locally responsible citizens. Their primary concern is appropriate classification of all their registrants.

In addition, the Department of Defense requires that registrants of national prominence, including those achieving national prominence by virtue of their personal ability in athletics, entertainment, and other professional activities, or who are members of families who are nationally prominent in these areas, must, whether accepted or rejected for military service, have their records reviewed by the Surgeon General, United States Army, before they are finally found to be qualified or disqualified for military service.

All of us receive many inquiries concerning aspects of the draft law and regulations. Selective Service NEWS will periodically publish portions of answers to letters received by National.

Reasons for phasing out college deferments:

Phasing out college deferments is designed to make the draft system, for as long as it is needed, as fair and equitable as possible to all draft-eligible young men. The mandatory granting of undergraduate student deferments has been called the major inequity of the Selective Service legislation. It has placed an unacceptable hardship on registrants who did not choose or who were unable to attend an institution of higher learning. Similarly, 2-S deferments have induced some men to attend college or to remain in college for the wrong reason, i.e., to avoid induction into the armed forces. Last year the American Council on Education, with a membership of over 1,500 colleges and universities, came out in support of the policy to end student deferments.

The previous justification for college deferments was to ensure a sufficient supply of college trained young people who would be able to

meet national needs. But currently less than 25% of the men reach draft age each year are needed in the armed forces. Draft calls have little effect on college enrollment when undergraduate deferments are phased out.

Dr. Tarr, Director of Selective Service, discovered another reason for eliminating undergraduate deferments last year when he visited U.S. fighting men in Vietnam. Many of the men he talked with were college graduates. Recently these men reported the jobs they had been assigned did challenge their intellectual ability or utilize their academic experience.

In addition, many returning veterans who have had some college education decide to continue studies, and they do so with a deeper sense of direction and commitment. These men have the advantage of financial help through the G.I. Bill.

RESERVE PROGRAM REORGANIZED

The Selective Service Reserve officer program is being streamlined to provide the trained personnel required to operate the System in the event of a national emergency, without exceeding current budgetary constraints. After months of painstaking study, procedures have been adopted to accomplish the necessary reorganization with minimum of inconvenience to individual officers.

A total of 850 Reserve and National Guard officers will ultimately constitute our inactive status reserve force. With current strength at 1,000, it is estimated that this force level will be reached by 1975 through normal attrition (principally in the form of retirements under the provisions of the Reserve Officer Personnel Act), new accessions are programmed at one-half the rate of loss.

The National Guard Bureau has indicated that the Guard will reduce to 357 inactive status National Guard Selective Service officers comprised of sections of from 5 to 12 officers each. The primary mission of the 52 National Guard sections will be to support or replace state headquarters personnel. Individual National Guard officers will be slotted into specific positions in the states' mobilization manning documents

and trained accordingly by the state directors.

Nine Reserve units will be designated as legal units to support each of the regional attorneys, who will train them. These units will be located in Atlanta, Chicago, Dallas, Denver, Los Angeles, Philadelphia, Phoenix, San Francisco, and Seattle. Legal units in service center cities will have a service center section attached, made up of officers with suitable skills to support each of the service centers. These sections will be trained by the service center administrators.

Reserve units in Birmingham, Montgomery, Johnson City and a new unit to be established in Charleston, West Virginia will be designated as relocation units to support the relocation sites. They will be trained by the state directors concerned.

A National Headquarters Reserve unit will help support that activity and will be trained by National Headquarters personnel.

Fifty-one existing Reserve units will be redesignated as mobilization units consisting of an average of 6 officers each, trained and cross-trained to perform mobilization duties in a state headquarters or any other Selective Service activity. This standard unit will facilitate the immediate movement of the required number

of personnel by units or individually to any location requiring support at any time. Training will be supervised by the unit commanders, inspected by the State Inspectors, and during training assemblies the units will be available to state directors for utilization at board groups, co-location sites and at local boards in their areas.

Plans call for the deactivation of 21 Reserve units on a gradual basis. These units will continue to function at their present locations under the training supervision of their state directors until they have attrited to 2 members. At that time the units will be deactivated and the remaining members will have the option of joining another unit or being reassigned to some other reserve program. The units scheduled for deactivation are at Austin, Baton Rouge, Bismarck, Casper, Cedar Rapids, Cincinnati, Denton, Greensboro, Gulfport, Hagerstown, Lexington, Milwaukee, Montpelier, Nashville, Pueblo, Reno, Richmond, Salem, Santa Cruz, Topeka and Wilkes-Barre. These units were located in areas that may be supported by the continuing units and National Guard sections. So far as possible, units were selected that permit officers conveniently to join another unit when their units are deactivated.

RELEASE OF INFO: DO'S AND DON'TS

Concern has been expressed at National Headquarters recently regarding the release of information in registrant files. As the regulations state (Section 1606), information in a registrant's file may be disclosed or furnished only to: the registrant or anyone with written authority dated and signed by the registrant; the legal representative of a dead or incompetent registrant; or where there is no legal representative, his next of kin; all System personnel while carrying out their functions;

any other individual employed by federal, state or local government authorized by the state or National Selective Service Director.

Information that is *public* about a registrant is that which is contained in the Classification Record (SSS Form 102): his Selective Service number, name, birthdate, classification and classification date, and the dates his Classification Questionnaire was mailed and returned.

Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1968.

This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act, or any other acts of Congress.

Communications should be addressed to Office of Public Information, National Headquarters, Selective Service System, 1724 F Street, N.W., Washington, D.C. 20435. For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402—price 10 cents (single copy). Subscription Price \$1.00 per year; 25 cents for foreign mailing.

Mens' Lib Comes to Selective Service

Returning home after serving in the military can be a drag. For some veterans it means no job, unemployment insurance, and all-in-all, quite a depressing situation.

But 12 returning vets can now look to their homecoming more pleasantly. They have been employed by Selective Service, at jobs using skills they acquired either before or during service. Under the provisions of Executive Order 11521, Authorizing Veterans Readjustment Appointments for Veterans of the Vietnam Era, signed by President Nixon on March 26, 1970, these men are working as clerk typists.

Four of the recently appointed veterans work in Philadelphia local boards. Some of their recent comments about their jobs: "I really love it." "I can relate to the registrants—I have a lot in common with them." "I like paper work and learning new things. Also, I meet different people all the time." "The attitude of the System is friendly—you're accepted as part of it right away."

Twenty-two year old Al Sinkler, a clerk typist at a Philadelphia board, was out of a job for more than half a year after finishing his three-year tour in the Army. He said he finally went to the Veterans Administration (VA). The Selective Service Philadelphia supervisor had requested the VA to refer any qualified clerk

typists to him, and, consequently, Sinkler, who was a personnel specialist in service, was then hired right away.

Gregory D. Errington, 23, a clerk typist in the Clearfield, Penn., local board, was trained as a stenographer, clerk typist, and public information specialist in the Army. After going back to his pre-service job as a signal man for the B and O Railroad, he received a call from a Selective Service field supervisor who asked him if he would like to be a clerk typist. Errington began his Selective Service job at the end of August. He says he surprises some of the registrants. "My hair isn't exactly short."

Gerald F. Martin, 24, was wounded in Vietnam. While he did get a job with J. C. Penney's after service, he found that he could not keep up with the work because of his physical condition. He heard of his Selective Service clerk typist job at the Bristol, Pennsylvania draft board through the Pennsylvania Unemployment Agency. Martin, who got married the day after he was officially out of the Marines, was qualified for the job, having taken business courses in high school and having worked in an office while in service after he got wounded.

Accompanied by his wife and two children, Ronald J. Thompson, 22, reported to his Harrisburg, Pennsylvania draft board after his release

from the Army. His board is located in the same building as Pennsylvania State Headquarters. After mentioning that his next stop was the unemployment office, he was sent upstairs to talk with State Director Robert D. Ford. Three days later he began work at the Lemoyne, Pennsylvania draft board.

Pennsylvania Director Ford said the state tries to identify veterans who are qualified clerk typists from Department of Defense Form 214's, Armed Forces of the United States Report of Transfer or Discharge. He said the state plans to hire more veterans, including part-time help wanting to attend college.

Unquestionably, the veteran employees are an asset to the System because of their experience in the military, as well as their ability to relate to their contemporaries. Veterans may be employed, without taking the competitive civil service examination, if they served in the U.S. Armed Forces during the Vietnam era, have not completed more than 14 years of education, and have been separated from the service for less than one year. Under the provisions of Executive Order 11521, a veteran may be appointed to up to a GS-3 without taking the competitive civil service exam. After two years of employment, he can then be converted to career-conditional or career employment, with competitive status.

OUR DIRECTORS THROUGH THE YEARS

MAJ. GEN. JAMES B. FRY
Headed Federal Draft



Maj. Gen.
James B. Fry



Brig. Gen.
John Preston

General Fry served as Provost Marshal General of the United States from March 1863 to August 1866. This position automatically made him head of the draft and responsible for raising troops for the Union Army.

Following graduation from the United States Military Academy August 1, 1847, General Fry served in various assignments until 1854. That year he returned to the Military Academy to become adjutant of the academy under the then superintendent, Robert E. Lee, who was destined to lead the Confederate forces. He was subsequently appointed a captain in the Adjutant General's office, served as Chief of Staff under McDowell during the Bull Run Campaign and later under Buell with the Army of Ohio. He retired after completion of 34 years' service.

**BRIG. GEN.
JOHN PRESTON**
Headed Confederate Draft

General Preston served from August 1863 to March 1865 as the third and last superintendent of the Bureau of Conscription, which was under the Adjutant and Inspector General's Office in the Confederate States' War Department.

The first head of the Confederate States' Bureau of Conscription was Brig. Gen. Gabriel J. Rains who served from April 1862 to May 1863. He was succeeded by Brig. Gen. Charles W. Field, who served from June 1863 to July 1863.

After attending the University of Virginia and the Harvard Law School, General Preston operated Louisiana sugar plantations, acquired considerable wealth, and was known as one of the outstanding orators of the Old South. He became a commissioner in Virginia in 1861 and was a foremost advocate of secession.

**MAJ. GEN.
ENOCH H. CROWDER**
Head of World War I Draft

General Crowder served as Provost Marshal General of the United States from May 1871 to July 1919. In this position he was responsible for operation of the draft during World War I. General Crowder was later awarded the Distinguished Service Medal for his outstanding performance as Provost Marshal General.

General Crowder graduated from the U. S. Military Academy in 1881. He was assigned to the Judge Advocate branch in the War with Spain and later served as Judge Advocate of the expeditionary force in the War with Spain and later detailed to the provost marshal of the Cuban government during the second Cuban intervention. He held the office of Judge Advocate General from June 1911 until his retirement in 1923. After retirement from the Army he served as American Ambassador to Cuba.



Maj. Gen.
Enoch H. Crowder



Clarence A.
Dykstra

CLARENCE A. DYKSTRA
1st Director, World War II

Doctor Dykstra took leave from his post as president of the University of Wisconsin to serve as Director of Selective Service from October 15, 1940, to April 11, 1941. He resigned as Director of Selective Service to accept the position of Chairman of the National Defense Mediation Board. He served in the position from April 1941 to June 1941.

After his graduation from the University of Iowa in 1903, Doctor Dykstra earned numerous higher degrees. He instructed at numerous private schools and universities. He was city manager of Cincinnati, Ohio, from 1930 until 1937, when he became president of the University of Wisconsin at Madison.

Doctor Dykstra died in May of 1950, after serving as provost of the University of California.

GEN. LEWIS B. HERSHEY
2nd Director, World War II
—Viet Nam Era

General Hershey was appointed Deputy Director on December 19, 1940, after having served as executive officer, and was appointed Director July 31, 1941.

The General was reassigned as Advisor to the President on Manpower Mobilization on February 15, 1970, and was temporarily succeeded by Col. Dee Ingold, a member of his staff.

Hershey enlisted as a private in the Indiana National Guard in 1911 and was at the Mexican border in 1916 in the capacity of 2d Lieutenant. He was again called to active duty in World War I as a national guardsman, served overseas, and in 1920 was commissioned in the Regular Army.

He was assigned to the War Dept. General Staff in 1936, and from 1936 to 1940 served as secretary and executive officer of the Joint Army and Navy Selective Service Committee, which formulated the plans and set up the tentative organization which enabled Selective Service to begin operating so quickly and efficiently in September of 1940.

DR. CURTIS W. TARR
Director
Present Director

Dr. Curtis W. Tarr became Director of Selective Service April 6, 1970, after serving as Assistant Secretary of the Force (Manpower and Resources Affairs) since 1969.

During World War II, Dr. Tarr served as an enlisted man in the Army. He then received a Ph.D. in American History from Stanford.

Dr. Tarr has had a variety of professional experiences. He was a research assistant and instructor at the Harvard Graduate School of Business (1950-1951), Vice President of the Tractor and Equipment Company in California (1952-1953), staff member of the S. Hoover Commission (1955), a Republican candidate for the Congress in the 19th District of California in 1956, assistant dean and lecturer at Stanford, and President of Lawrence University in Elmhurst, Wisconsin, 1963-1969.



Gen.
Lewis B. Hershey



Dr. Curtis W. Tarr

1863-1971



Selective Service NEWS

DOCUMENTS

MAR 20 1972

MY RELEASES EXPANDED

ing from the military man-
strength limitations dictated
gress in an amendment re-
the 1971 draft amendments,
my has announced a major
sion of its early release pro-
To reach the 892,000 man-
limitation by the end of
30, the Army announced its
ed program on December
e most significant new release
ions, which are to be effec-
rough June 1972, are these:
9 day mandatory early re-
except for Europe, where the
release will be a limit of 150
and Vietnam, where the limit
120 days.

voluntary discharge at port
etnam returnees with more
x and less than twelve months
ling in their terms of service. If
men or women have served
than 18 months, they must

CONTINUED ON PAGE 4



The System gets its first 18-year-old draft board member on November 30. Michael A. Simmons, right, of Marysville, Pennsylvania is sworn in to his new volunteer position by Governor Milton Shapp, center. Pennsylvania State Director Robert D. Ford looks on. Stated Mr Ford, "Mike is accepting a great deal of responsibility... He has the opportunity to prove that a young man of 18 can become an active

responsible member of government." At National Headquarters, Dr. Tarr commented about the historical event: "We do not foresee widespread appointments of 18-year-olds to local draft boards. But we are proud to have Mike active in Selective Service. We are confident that we will materially lower the average age of our local boards by the appointment of younger members."

HIRE 4 SPANISH-SURNAMED-CREATES NEW POSITION

October, Connecticut has
four Spanish-surnamed em-
s. One of them is to fill a
created position in the state.
necticut's recently appointed
Director Frederick W. Palomba
he hiring was done because
cticut's Spanish-surnamed
er 100,000, better than 5% of
te's population.

first Spanish-surnamed em-
in the state, Mr. Guillermo
31, is busy with on-the-job
g. Eventually, Mr. Muniz, a
n who served in security
as a translator, will act as
ate's main liaison with the
h-speaking community. He
esent lectures about Selec-
ervice, encourage Spanish-
shed participation in the Sys-
ct as interpreter, and, when
d, serve as a substitute clerk.

three other new employees
men, all age 18, who work in
opolitan areas with heavy con-
ions of Spanish-surnamed.
are great assets, acting as
eters and liaisons to the
h-speaking communities of
areas. Miss Christina Rod-
works at a large board in
k; Miss Frances Rodriguez

of the National Honor Society in
high school, works in a collocated
board office in Hartford. Mrs. Debo-
rah J. Dominguez, a Negro who ac-
quired her Spanish surname through
marriage, also works at the Hart-
ford board office.

"We allow for future flexibility,"
explained Director Palomba, "by
remaining one position below our
authorized total, thus leaving room
for the hire of a minority representa-
tive as soon as one who is qualified
appears in hiring position. Our
employment program does not suffer
meanwhile, because we replace
on a one-for-one basis through
normal attrition."

It doesn't always pay to have an unpublished telephone number. Director Tarr's current home phone number is unpublished. However, the telephone company failed to remove his old number from the current directory, and further, assigned the number to another subscriber, who had requested an unpublished number. After receiving more than 140 calls in one evening from California, the unfortunate subscriber is getting a new number. The old number is being retired!

NEW REGULATIONS CONCERNING APPEALS

Published in the *Federal Register* on January 12 for public review were the following proposed regulations concerning personal appearance and appeal procedures, and a few other matters. As of press time, these new provisions were expected to become effective in mid-February. Until their effective date, there is a moratorium on all Selective Service personal appearance and appeal board actions. Regulations concerning personal appearances and appeals were originally republished in the *Federal Register* in early November, along with other regulations which became effective on December 10. However, those concerning appeals were withheld from finalization to be further evaluated.

APPEARANCE BEFORE LOCAL BOARD AND APPEAL BOARDS

Personal appearances before a quorum of a local board and any appeal board will be allowed upon written request. A registrant will be entitled to such time for his personal appearance as is reasonably necessary. Normally, this will be 15 minutes. If he fails to report for a personal appearance, he will be given five days (or more if his failure to appear was beyond his control) to submit acceptable reasons for his failure to appear. A registrant will be entitled to bring up to three witnesses to his personal appearance before his local board.

REQUEST FOR PERSONAL APPEARANCE OR APPEAL

A registrant will have 15 days from the date on his latest Notice of Classification (SSS Form 110) in which to request a personal appearance or an appeal. Local boards may extend the 15-day limit when they are satisfied that the registrant's failure to make his request was due to some cause beyond his control. For appeals not involving a personal appearance, appeal boards will delay consideration until at least 30 days after the mailing of the latest Form 110.

PRE-DECISION APPEARANCE FOR CO AND HARDSHIP REQUESTS

A pre-decision personal appearance before a local board for registrants who request CO or hardship classifications will be permitted. However, registrants who elect a pre-decision personal appearance

THE SELECTIVE SERVICE SYSTEM

The Division of Manpower Administration has undertaken several new improvements. Hopefully sometime in February, a Manpower Administration Policies and Programs Procedures Manual will be distributed to local boards. The manual will replace the current Administration ("Ad Min") Bulletins. New "Ad Min" issuances will be incorporated into the new manual as they occur. A training conference in the use of the manual will be held in April for service center and state headquarters personnel.

CONTINUED ON PAGE 4

1971 IN SURREYING SUCCESS

ABOUT THE NEW DRAFT AMENDMENTS TO KEEP UP WITH MANY CHANGES WITH NUMEROUS REFORMS

January

President Nixon sends to Congress his recommendations for the 1971 amendments to draft law. His three major proposals: —extension of authority to induct men not previously deferred until July 1, 1973 —authority to phase out student deferments—authority to establish a Uniform National Call.

National Headquarters completes its reorganization, reducing the number of divisions reporting directly to the Director and giving added responsibility to the assistant deputy director and the six-man management team.

A System-wide training program is launched with the creation of a small Training Department at National. By the fall, a network of a training specialist in practically every state is established.

Director Tarr revitalizes the System's Equal Employment Opportunity program by appointing a full-time Equal Employment Opportunity Director, who is also the Deputy Manpower Administrator. By the end of 1971, we have state directors who are minority persons serving in the District of Columbia, Virginia, Massachusetts, Hawaii, Puerto Rico, the Virgin Islands, Guam, and the Canal Zone. The number of minority group members employed by the System increased from 9% to 10.8% in the compensated area from May 1970 to May 1971. From Dec. 1970 to July 1971 there was an 11.9% increase in the uncompensated area, and a 16.1% increase in the number of women board members.

Distribution begins of *Curriculum Guide to the Draft* to 23,000 high schools, and of *Counselors Newsletter* to 1,700 draft counselors.

Effective January 1, we have three new state directors. In Illinois, Mr. Dean S. Sweet, a Reservist, replaces Mr. John H. Hammack, who retires as state director and serves as deputy director for a short while. In Texas, where former Director Colonel Morris Schwartz died last year, Colonel Melvin N. Glantz, who has served in Selective Service since 1962, is appointed Director. Mr. Ernest D. Fears, the first Negro to serve in this capacity in the continental United States, becomes the new director in Virginia, replacing Capt. Charles L. Kessler, who retires after 11 years of service as state director.

Toward the end of the month, two more new state directors take office. In Alabama, Mr. Hugh S. Caldwell, who retired as state director and became an inspector with our Inspection Services in Denver, is replaced by Mr. Felix R. Petrey. Massachusetts sees Mr. Victor C. Bynoe, who was a Reservist for many years, take over as director. He replaces Mr. John C. Carr, state director since 1964, whose retirement becomes official in June.

The first introductory report concerning the intent of the computerized Registrant Information Bank is published.

Dr. Tarr advises that he will favorably consider for appointment as advisors to registrants qualified persons under age 30.

State directors are advised that an induction order will not be cancelled prior to the date a registrant enlists, and are asked to authorize enlistments under certain conditions.

February

Congressional hearings on the draft begin, to culminate in the lengthiest Congressional debate on the draft in U. S. history.

As a result of budget limitations, the President's goal of an all-volunteer force, and our continuous efforts to make the System more effective and efficient, we launch an agency-wide reorganization involving reductions in force. The project results in a savings of 380 full-time man years, representing the attrition of approximately 700 full-time and part-time employees.

The Department of Defense levies Special Call No. 46 for 1,531 doctors, 77 osteopaths, and 536 dentists. Later, the call for dentists is cancelled to give dental school graduates additional opportunity to volunteer. Upon the advice of the National Security Council, the System considers deferments for doctors and osteopaths on the basis of community essentiality.

Three more men assume state directorships. Colonel Peter P. Pierce, who was with the System for 10 years, becomes director in Florida, replacing Mr. Harold C. Wall, who began serving with Florida headquarters in 1940 and who has passed away. In Missouri, Acting State Director R. E. McCain is replaced by Mr. Bob M. Merrick. Lt. Col. McCain had replaced former

Director Laurence B. Adams, Jr., who retired after serving as director since 1965 and who is now Missouri's Adjutant General. Alaska sees Lieutenant Colonel Edward G. Pagano, who began as deputy director in 1966, replace Mr. Conrad F. Necrason, who resigned in November 1970.

March

A Presidential executive order is issued which prevents registrants from transferring from their own board to another board for induction. However, a registrant may volunteer for induction at any AFEES up to three working days before his scheduled induction date. (LBM 116 is consequently amended in June.)

The Supreme Court rules, in the cases of Guy P. Gilette and Louis A. Negre, that conscientious objection to a particular war is not grounds for claiming relief from military service.

This is the month of several state director retirements and appointments. In Colorado, Mr. Allen J. Roush, who was with the System since 1940 and was director since 1968, retires, and Mr. Frederick W. Obitz is appointed to take his place. In Connecticut, Brig. Gen. Ernest E. Novey, who retires after 20 years as director, is replaced by Mr. Frederick W. Palomba. In Washington State, after 22 years as state director, Capt. Chester J. Chastek retires.

The automated Reserve Officers Information Bank is put into operation.

A questionnaire mailing reveals that more than 7,000 men and women are serving as volunteer registrants.

April

The House of Representatives passes and sends to the Senate H.R. 6531, amendments to the Selective Service Act, including Congressional renewal of the President's authority to induct men not previously deferred, and related amendments.

On April 27 and 28, some 200 demonstrators gather at the front of the National Headquarters building in Washington, D.C. in protest over U.S. involvement in Vietnam. The demonstration is headed by the National Peace Action Coalition.

The Supreme Court upholds the ruling, in the case of William W. Ehler, that local boards are not required to reopen a registrant's classification and act on a CO claim after the registrant has been mailed an induction order.

The Defense Department ends Special Call No. 45 for optometrists.

The Youth Advisory Committees, in a report to the Director of Selective Service, show strong support for a

temporary extension of the draft phase-out of student deferment and the institution of a uniform national call.

May

A national approach to law enforcement is fully underway by the U.S. Department of Justice, U.S. Office of General Counsel. The project includes providing legal expertise and manpower to Selective Service state headquarters and U.S. District Attorneys when needed.

An 11-point Equal Employment Opportunity Affirmative Action Plan is sent to all state directors. They respond to the plan enthusiastically.

Mr. Richard G. Marquardt becomes director in the State of Washington. Colonel Henry J. Fleischacker joined the System 10 years ago, appointed director in Iowa, replacing Mr. Glenn R. Bowles, who was director since 1955. Mr. Bowles is appointed Manager of the Operations Division at National Headquarters.

The Supreme Court rules that a registrant's defense of error classification is barred if he failed to exhaust the administrative remedies available to him under the Selective Service law, when classification decision was based on careful factual analysis.

California launches its Equal Employment Opportunity Corps for COs and other volunteers.

An agreement is reached between the Selective Service and the American Bar Association whereby lawyers are solicited to be advisors to registrants. (By November, about 100 interested law firms have names submitted to the System.)

The initial collection of data for the Preliminary Personnel Data System, which provides skeletal statistics about the System's staff, begins.

June

On June 24 the Senate amends H.R. 6531, resulting in 28 differences between the House of Representatives and the Senate. The differences necessitate a Joint Conference Committee of the two Houses to iron out compromises.

The youngest current state director is appointed, 31-year-old Mr. Bert D. Ford in Pennsylvania. Mr. Ford replaces Mr. Henry M. C. who retired in December 1970, serving as state director for 10 years.

The Supreme Court rules that Cassius Clay, Jr., also known as Muhammad Ali, is not guilty of having been convicted four years ago of refusing to submit to induction.

Seven state directors meet with Director Tarr in Washington.



Selective Service NEWS

FROM THE DIRECTOR

A considerable body of precise, technical information on the changes in Selective Service law and regulations already has been disseminated throughout the System. Missing in this wealth of information, it seems to me, is a broader explanation of just what brought about some of these changes and why some specific changes were made. In answering the questions presented in this four-page special supplement, I have tried to bring many of the specific changes into sharper focus so that you can better understand the reasoning behind these new policies. I hope that this series of questions and answers will prove of value to you."

Curtis W. Tarr



in 1969, after almost 30 years of change in the philosophy and policy of Selective Service, President Nixon asked Congress for authority to institute a lottery system as the first in a series of major draft reforms.

Why do you believe that the President decided to ask for authority to institute the lottery system?

In 1969, the major problem in Selective Service was that the law required us to take the oldest man first from the pool of young men 19 to 26. This meant that registrants exposed to the possibility of call for 7 years, a time when they would normally be thinking about marriage and a permanent home. Equity demanded that we do the reverse: take the youngest men first. The lottery became the means by which we could

side from the concerns of young men, there were also valid reasons for the armed services to want younger men. The older the man, the less likely that he will accept the demands of military service, both emotional and physical.

How do you believe the lottery system has been successful?

I believe it has. I have talked with many young men in the armed forces who assured me that it is much better to gauge your liability by random sequence number than to wait seven years before your future becomes clear. I have every reason to believe that the use of the youngest man first has helped the armed forces.

What is the second major step in draft reform? On April 23, 1970, President Nixon phased out all new occupational and paternity deferments. Why do you believe that President

Nixon decided on these policy changes?

A: The greater the manpower pool from which young men are drawn, the greater the feeling of equity by those who are selected. I am sure the President had this concern for equity in mind. Obviously, the larger the pool, the lower the random sequence number used to fill a particular call.

There are two other considerations, of course, that are important. The first of these brings into question the historic policy of channeling by which Selective Service was used to divert manpower in times of full mobilization into jobs that needed doing. By the device of channeling, young men were encouraged to accept difficult jobs that otherwise would be undesirable. With few men being called into the armed forces, there seemed little need to continue channeling.

The other factor related to the draft as a cause for paternity. The President told me, when we talked about this matter in 1970, that he saw no reason to maintain a provision of the draft that might provide an incentive to young men to marry when otherwise they would not do so, and to become parents when otherwise they had no desire for that responsibility.

Early in 1971, President Nixon asked Congress for several major changes in Selective Service legislation. After the longest debate on the draft in the history of Congress, the bill was passed by Congress and signed into law by the President.

Q: Why do you believe the President asked Congress to extend the induction authority for two years rather than the traditional four years?

A: I believe he thought doing so would emphasize his sincere desire to bring about an all-volunteer force as early as possible. I had favored continuing the authority of the President to induct even when the System was on standby because the President could react in time of emergency rather than await the authorization by Congress. But others felt this would detract from the sincerity the President wished to convey. He agreed with the latter view and therefore asked for a two-year extension. Also there was serious question whether the Congress in 1971 would have extended his authority to induct longer than two years, regardless of his wishes.

Q: Why do you believe the President asked Congress for the authority to phase out student deferments?

A: Many of us who work with young people believe that too many men have gone to college for the wrong reason, to avoid immediate exposure to the draft rather than to seek an education.

There was considerable feeling that if college youth were required to serve, the earlier they did so the better. Many educators formerly had questioned whether an undergraduate career should be interrupted, and thus they recommended postponing a man's service until he had completed his undergraduate work. But increasingly, young men often have become restless in college and for these some break in the academic routine is appropriate. Furthermore, larger numbers of our college graduates continue to graduate school now than ever before. Thus, it seemed that a break in the undergraduate years was no more difficult for a young man to face than an interruption between undergraduate

and graduate years. For all of these reasons, the American Council on Education in 1970 approved the termination of undergraduate student deferments. With that endorsement, the President felt free to go ahead on something that he always has believed would be an improvement in the entire process of Selective Service. Thus he asked Congress to give him authority to cease granting undergraduate student deferments.

Q: Why do you believe the President asked Congress for authority to institute a uniform national call system for inducting men into the military services?

A: Primarily, there were two reasons for this:

First, registrants have lacked confidence in the lottery when various boards had such uneven experience in balancing calls with random sequence numbers. To fill a call in a particular month, one board might use an RSN twice as high as another board in a neighboring state. We in the System understood the reasons for the discrepancy, but we could not always convince our registrants that we had done what the President promised we would do. The uniform national call made it possible for us to silence these complaints.

Second, the quotas language in section 5(b) of the law has proven difficult to administer ever since the early days of World War II. Congressmen could not understand why we could give only indirect credit for service in the armed forces. While we have been defended successfully in court on this point, we could achieve a greater measure of fairness and avoid legal problems with the uniform national call.

It seemed clear that the uniform national call was the logical outgrowth of random selection, and the President was convinced of the merits of our case when we proposed this reform.

Q: In addition to the three major changes requested by President Nixon, Congress put several additional changes into the 1971 amendments. Among other things, Congress gave new procedural rights to registrants, including the right to personal appearances before a quorum of the local board and appeal boards, the right to bring witnesses to local board personal appearances, and the right to receive the reasons for adverse classification actions. Why do you believe Congress took these actions?

A: Congress undoubtedly sought to provide young people with as many additional reasonable safeguards as possible so that no one would be brought into the service against his will without sufficient opportunity to state his case before members of a local and appeal board. The insistence upon a quorum was a natural expression of this view. Personal appearances before appeal boards and the Presidential appeal board will be more difficult for us, although I believe our system will operate reasonably well under these provisions. A more difficult problem for our appeal boards will be the right of a young man to arrange his appearance, given the location in which the board must meet. The problem of witnesses in local board personal appear-

ances is also a difficult one. Some members of Congress wanted to permit a registrant to be represented by a lawyer, if he chose. I think the provision that he can bring witnesses when appearing before his local board was a reasonable compromise.

“There is a great deal of sympathy for families where the ultimate loss of a member has been sustained.”

One of the difficulties in providing a written statement of the reasons the board has declined a registrant's request is that we depart from the philosophy of a board of neighbors determining who should go into the armed forces. Instead we are moving toward an adversary proceeding in which a considerable number of legal safeguards are assured. My personal feeling is that if the local board deliberation becomes an adversary proceeding, then the only man who will be chosen to serve will be the one who feels that he has lost his case.

Q: Why do you believe Congress amended the age and length of service limits for local and appeal board members?

A: Congressmen felt that some terminal age was appropriate, particularly in work related to young people. I have no idea why they selected the age of 65 except that this age serves for retirement generally in many activities of American life. The provision of maximum service of 20 years may express a view that public service should rotate among citizens rather than be the exclusive responsibility of a few.

A great deal of discussion has focused on the minimum age for membership on a local board, particularly after the acceptance of the constitutional amendments making it possible for young people to vote at age 18. I think this was the principal reason why Congress adopted this amendment.

Q: Congress also expanded the sole surviving son exemption to include surviving sons of the whole blood of families in which the father, brother, or sister has died as a result of service after January 1960. Why do you believe Congress took this action?

A: There is a great deal of sympathy for families where the ultimate loss of a member has been sustained. We have compassion for those feelings and certainly agreed with the expression of them in this way. Our only reservation was that the relationship be of the whole blood because nearly impossible decisions of interpretation would be forced upon us, and ultimately upon the courts, to determine who was a brother, or a sister, or a father. I think the phrase “whole blood” alleviates the burden of interpretation that otherwise would be placed on local boards as a result of this amendment.

Q: Congress also changed the requirement for a divinity student exemption to a mandatory divinity student deferment. Why do you think Congress took this action?

A: The student deferment makes it possible for the local board to insist upon satisfactory

progress of the student toward his degree ordination. If he does not become a minister then the local board can classify him I they need not change him from 4-D to I a more difficult and possibly an acrimonious action.

Q: Congress also decided that Selective Service regulation changes should be printed in the *Federal Register* at least 30 days before their effective date. Why do you believe Congress took this action?

A: A law of long standing requires that new regulations be published in the *Federal Register*, but this law did not require a period of public scrutiny prior to the time the proposed regulation would take effect. The reason for requiring this 30-day prepublication is to notify all interested groups changes in regulations and to permit persons or organizations to submit suggestions for an alteration of the proposed regulations. When this amendment was accepted by members of Congress, we asked the President to change his traditional procedure issuing Executive Orders for regulation changes so that we in the National Headquarters could assume the initiative for proposed regulations to be placed in the *Federal Register*. Obviously, the President should not issue an Executive Order that he would have to be changed as a result of public or Congressional criticism.

The President agreed to our position and issued an Executive Order that permits us to write the regulations submitted to the *Federal Register* for prepublication with the understanding that, before we do so, we circulate the proposed changes among interested Federal agencies to solicit their comments. Changes are suggested from Federal agencies, then we must recirculate to the Federal agencies a new draft before we prepub anything in the *Federal Register*. Likewise, after our prepublication in the *Federal Register*, we receive suggestions that produce changes in the regulations, we must start the procedure all over again by circulating a draft to Federal agencies, and once we prepublish them in the *Federal Register* I go into this detail so that people who work in state headquarters and local boards must understand the elaborate procedures required now for regulation changes.

Q: Following the signing into law of the 1971 amendments, you proposed a series of implementing regulation changes. These were printed in the *Federal Register* in early November and most of them were effected December 10, although several sections were withheld for further study. One of the changes effected on December 10 abolished Class 1-Y. Why did you decide to abolish Class 1-Y?

A: 1-Y was established for two classes of men. The first are those who fail to meet present requirements for service but may be able to meet the easier requirements

... prevail in a mobilization. The second of those men who, for some reason, fail to meet the standards but upon re-examination at a later date might do so.

As local board workers will recall, we faced a difficult situation about two years ago with calling men back to examining stations for numerous re-examinations. At one time, I met with state directors in the South and learned of a young man who had been called for his seventh preinduction physical examination! Other state directors assured me that this was not an unusual case. It seemed to me, then, that it was not right to pester a 1-Y if we could not decide whether he was fit for military service by the next examination. Instructions were sent local boards thereafter to take care of this matter.

When we wrote our new regulations, we thought again about those who are classified 1-Y. If a man temporarily was unable to meet the qualifications, it seemed better to continue his classification as a 1-A than to classify him 1-Y, and then, following the probable examination, reclassify him 1-A. This classification introduces procedural delay that seem to have no real value either to the System or to the individual, except insofar as they delay one's entrance into the armed forces.

In addition, it seemed that the man who is classified 1-Y because he failed to meet current standards, was really no different from the 4-F. Some men have been classified 1-Y because it was a somewhat more "popular" classification than 4-F. Obviously, this is not right to young men who are classified 4-F. Furthermore, if we faced a mobilization, it is likely that all men, whether 1-Y or 4-F, would be examined again to determine who was fit for jobs in the armed forces, including limited service-like that special category in the Army during World War II. Taking all these factors into account, it seemed to us that Classification 1-Y no longer served a useful purpose, and we decided to abolish it.

Our December 10 regulations also established a new administrative holding classification called 1-H. What were your reasons for establishing 1-H?

Under random selection, many men will be high numbers that make them virtually untraceable to call. It seemed unreasonable to withhold some kind of official assurance of them of this fact. Furthermore, it did not seem worthwhile to expect local boards to process these high numbered men, and thereby inconvenience them, unless an emergency arose. The 1-H classification became a means of accomplishing those advances.

The 1-H classification first will be granted unilaterally by the board, meaning that a registrant will not be able to contest it. A feature of the 1-H classification is that a registrant may not insist upon a consideration of a reclassification into conscientious objector or hardship until the board considers a reclassification from 1-H to 1-A.

Obviously, much of our work at the local board level relates to pleas for conscientious objection or hardship. We look forward to the smoothness that this new classification will bring to the proceedings in local board offices and to the deliberations of local board members.

Q: Your December 10 regulations also removed the right of a registrant's family member, or his employer, to request a deferment or an exemption for him. Why did you make this policy change?

A: Implicit in the constitutional amendment permitting young men and women to vote at age 18 is the assumption that young people have attained, by this age, some of the status of adults before the law. During World War II, I believe the assumption was that an 18-year-old was a boy or a young man, but not an adult. This philosophy now has been altered; certainly in our society, we consider the 18-year-old in many ways to be an adult capable of conducting most of his own affairs without parental or adult supervision.

With this in mind, it seemed well for us to eliminate the paternalism that was involved by the intervention of others in a registrant's case. Some people have questioned whether this philosophy could prevail in a mobilization. For instance, it might be in the young man's interest to join one of the armed services during a national emergency but it might be in his employer's interest, and also in the interest of the American people, for him to stay at a less glamorous job. In a full mobilization this complaint may be valid, and under those circumstances our regulations again should be changed to the advantage of the American society.

Presently, however, when we do not seek to channel people into jobs and when we have removed nearly all occupational deferments, I think our recently adopted view is correct.

Q: Why did you decide that the minimum required period of notification to a registrant of his induction be lengthened from 10 to 30 days?

"... we consider the 18-year-old in many ways to be an adult capable of conducting most of his own affairs without parental or adult supervision."

A: We had several reasons. First, a registrant often is not aware of his induction until many days after the local board has mailed him an order to report. This particularly is so if he is traveling or living away from his latest address.

Next, it seemed obvious that many young men, even with timely notice, could not arrange their affairs within a few days to make such a complete departure from the past as is required by induction into the Army. To compensate for this, many boards have extended the time required for a person to report from the mandatory 10 days to a longer period. We thought that equity for all registrants would be served better by making this mandatory period a longer time.

Q: Why did you abolish the government ap-

peal agent position?

A: The government appeal agent was abolished because he served the legal needs of local board members and he also gave counsel to registrants. Members of the American Bar Association told us that they no longer could accept this dual responsibility of the government appeal agent. They virtually insisted that we change his role so that he would either report to the local board or be the counselor, not both. Instead, we have continued the position of "advisor to registrants," a person who has the responsibility to counsel young men about their rights and obligations.

Many people have reasoned that we should allow advisors to registrants to reopen classifications. I did not permit this. The only justification for granting the government appeal agent this unusual authority was because he had a responsibility to the local board as well as to the registrant, and thereby he could balance the needs of the individual against the background of the decision by the board. The advisor to registrants does not have this dual responsibility and thus should not have the unusual power to reopen.

Q: In the 1971 amendments, Congress transferred the responsibility for the 1-0 alternate service program from the local board to the National Director. In the regulations effected on December 10th, there were many implementing changes. Why did you make the numerous changes in the 1-0 alternate service program?

A: I believe the members of Congress felt that the work program was not a national program when it was administered by local boards according to differing criteria. We have made state directors responsible for the initiative on alternate service programs, and we have relieved local boards of much of the administrative work that heretofore they had in placing 1-0 registrants.

One thing we have tried to do in our new regulations is to make 1-0 and 1-A registrants comparable. The General Counsel has

warned me that the courts will expect us to treat these young men as nearly the same as possible. The spirit of our regulation changes attempts to carry this out.

Under the new regulations, a job will be reviewed by the state director. It will be sent to National Headquarters for review in the event the state director does not approve and the 1-0 registrant requests the review. This is an attempt to carry out what seemed to be the requirement of the law.

The guidelines we have placed on alternate service job placement seem reasonable to me, given the larger requirement for placing the many young men being granted conscientious objector status. The recent interpretations by the courts are more liberal than formerly was the case. Many more

young men are conscientious objectors now, but classification as conscientious objectors who could not be considered by local board members before the *Seeger* case in 1965 or the *Welsh* case in 1970. We hope our guidelines are realistic with respect to the volume of placement that we face.

Finally, the 330 day limit is an attempt to set a terminal point for the exposure of a young man for placement in alternate service, just as we have made a terminal date for the exposure of a registrant in extended priority.

Q: Another major group of regulation changes was published in the *Federal Register* on January 12, 1972. For the most part, these proposed regulations deal with procedures for personal appearances and appeals. Why did you decide that the time limit in which a registrant must request a personal appearance or an appeal will be shortened from a rigid thirty days to an extendable fifteen days?

A: Actually, we divided the thirty-day period into two fifteen-day periods. The first fifteen-day period is for the registrant to notify his local board that he wishes a personal appearance before his local board or that he wishes to appeal. We felt that if the registrant wanted to take this action, he certainly could make up his mind within fifteen days, even if he had to talk with counselors before deciding. We agree that this fifteen-day period cannot be rigid for many reasons, including health, travel, and the uncertainties of mail service. Thus we made the period extendable by the local board if they believe the circumstances favor an extension.

The second fifteen-day period is for the local board to notify the man of the date and time of his appearance before the local board or one of the appeal boards, as the case might be. We have been criticized for shortening the thirty-day period to fifteen days; in fact, we have provided two fifteen-day periods with the first extendable for good cause.

Q: Why did you propose that a registrant will be able to request a personal appearance before his local board prior to the board's decision on his conscientious objection or hardship deferment request?

A: A man who makes a plea for conscientious objection or a hardship deferment now will be able to appear either before the board makes a decision or following it. It seemed to me that some registrants would prefer to make the appearance before the board considered the facts of the case and came to a decision. The new procedure makes possible at the local board what will take place at the appeal boards.

Q: Why did you propose that a registrant who receives a postponement of induction authorized by you, the state director, or issued in order for him to complete a school term or year, will be able to receive consideration for a classification change until 30 to 40 days prior to his actual induction date?

A: Our regulations on the time in which a registrant could request a classification change assumed formerly that the postpone-

ment would be short and that the conditions of the case would not change. Now we are granting much longer postponements, particularly so for Peace Corps service and for those who receive orders to report for induction after a semester in a college or university already has started. I think it is unrealistic for us to assume that the facts of a registrant's case always will remain the same during these long periods. Furthermore, we believe that the courts would not agree to our limitation on post-induction order claims, particularly in the case of long delays.

Q: Do you think there is going to be any material change in the number of CO claims because of this new provision?

A: Although many registrants who have long postponements may in fact make pleas for conscientious objection, I doubt that it will influence the number of people who are granted conscientious objector status by local boards. The pleas for conscientious objection are a function of those numbers of men called for induction. If our calls remain low, then fewer people will make claims for conscientious objection. We have every reason to believe that our I-H classification system will reduce the numbers of people who claim conscientious objection. Finally, we know that those who are involved in college work are the ones primarily who claim conscientious objection. As the years go by, fewer registrants will be those who have been graduated from college. My guess is that our numbers of registrants granted conscientious objection by local boards will not grow despite the new regulations.

Q: Beginning with the President's request to Congress for the authority to institute a draft lottery, there have been almost three years of continuous change in Selective Service policies. Do you foresee any additional major policy changes in the coming months?

A: I foresee no major policy changes.

We will adopt some new procedures, and I think the most important of these will be a new accounting system adapted to our computer and data processing system. This will affect few people working in our local boards.

Another change that local board personnel will experience shortly will be the introduction of the Registrant Processing Manual. In this manual, all of the activities of the local board that relate to registrants will be described in careful detail: all of the information formerly contained in regulations, instructions, Local Board Memoranda, and various temporary letters, will be found in a manual with an understandable index. I think members of local boards will find this a much easier system by which they can determine specific answers to questions that come about in their normal work.

Q: Concerning the future of the draft: Do you think the President will ask for, and Congress will grant, a further extension of the induction authority beyond June 30, 1973?

A: I think the President expects to establish the all-volunteer force in America by July 1, 1973. If there are emergencies that we can-

not foresee now, then perhaps he will not be able to reach this objective. But I am certain that his hope is for the all-volunteer force by July 1, 1973, and we in National Headquarters are making our plans on that assumption.

Q: In the event the induction authority is extended, the draft will be in a standby status. What will be the structure, responsibility and function of Selective Service in standby structure?

A: We cannot be certain what activities will be permitted until we know the level at which Congress and the President will fund our operation in standby, and until we know whether further changes in the law might be introduced. Anticipating none of the latter and reasonable levels of funding, we plan a standby system to provide for: (1) the registration of all young men who reach age eighteen, (2) an annual lottery assigning registrants random sequence numbers, (3) a classification to I-A of a pool of these, and (4) the examination of some of these at AFES stations so that the Nation might have an examined and qualified pool from which to begin inductions in a partial or full mobilization. We are not certain that we will be authorized these duties, but we are making our plans on this basis.

Probably there will be some contraction of the System owing to budgetary limitations. We may of necessity go to other agencies, the Federal Government or agencies of state and local governments to help in the registration process. But roughly I anticipate a work of Selective Service on the basis I have described.

Q: Lastly, the period of major change in Selective Service seems to be nearly over. If you can characterize the pre-1969 Selective Service as a system of great local board autonomy with many local board prerogatives, how would you characterize the Selective Service System of today?

A: Without question, our present system is a national one. It is a national system in which we participate in virtually every community across the Nation. It is one in which we take pride as Americans, primarily, and not simply as representatives of local communities.

As I talk with young men in the armed forces, I am impressed with the relative satisfaction they express on the way in which the System has transformed itself. I think this transformation could not have been undertaken without an eagerness on the part of the employees in all of the Selective Service System and the loyal volunteers who support them so ably. Except for this dedication, we still would have a local system struggling even harder for the dwindling respect of our younger generation.

In short, the work done by our people has been one of the gratifying experiences of my life, and I am grateful for the association I have had with each of you in the Selective Service System.

Curtis W. Tarr
January 20, 1973

Active Service National Policy Committee meeting. There are subsequent area state director policy committee meetings.

121 gives a registrant the right to request a medical reevaluation review, and formalizes the review process.

73 is amended, providing that overseas registrants will be given support to the U.S. by military lift upon being selected for induction.

total of 84,000 men are inducted into the Army during the first six months, resulting in a 4,000 man shortfall. This compares to a total of 2,500 inductions during the first months of 1970, which represented a 7,000 man shortfall.

June 30, the President's authority to induct men not previously deferred expires.

June 30, the Joint Conference Committee of the House and the Senate issues its compromise report on the amendments to the draft and related laws.

July 1 telegram by Dr. Tarr orders inductions, except those authorized by Special Call, to cease following enactment of the 1971 amendments granting the President regular induction authority. Inductions under Special Call later ordered stopped during same period.)

July gets a new state director, Mr. Enzo C. Aflague, a Guam native who served as deputy director in 1964. Mr. Aflague replaces Antonio Q. Sablan, who retires. Harold Hoenig becomes New York's acting state director, upon retirement of former State Director Joseph T. Avella.

State Directors Equal Employment Opportunity Committee meetings held in Richmond.

System's first national training conference, concerning the use of Revised Fiscal and Procurement Manual, is held in Denver.

June 30, the Joint Conference Committee of the House and the Senate issues its compromise report on the amendments to the draft and related laws.

August

House of Representatives passes the Conference Report on 1971 amendments.

1971 lottery drawing is held on 15th, assigning RSNs to men turning age 19 in 1971.

Following Congressional approval, President Nixon signs into law an omnibus appropriation for Selective

Service for fiscal year 1972, the exact amount the System requested.

Mr. Robert Levine becomes the new state director of Wisconsin, replacing Lt. Col. Clinton S. Knutson, who retires after serving the System 17 years.

A memorandum sent by Assistant Deputy Director for Operations Daniel J. Cronin solicits recommendations for improvements from state and local personnel. Over 200 letters, with better than 275 different suggestions, are sent to National.

California divides into two operational units, with two deputy state directors.

September

On September 21, the Senate passes the Conference Report. On September 28, President Nixon signs into law the 1971 draft amendments including all three of his major proposals. The amendments also include new procedural rights for registrants; a lowering of the minimum age limit for local board members to 18, the maximum age to 65, and the length-of-service to 20 years; a shifting of the responsibility for the CO alternate service program to the National Director; and an expansion of the sole surviving son exemption.

LBM 122 is issued, outlining processing procedures in light of the 1971 draft amendments and the then prospective regulation changes.

States are advised to recruit new local and appeal board members because of the retirement of some 5,000 current members required by the new draft law.

All states using State Advisory Committees on Scientific, Engineering and Specialized Personnel are asked to terminate these bodies.

The military services announce that participants in ROTC programs will be certified as ROTC cadets in their freshman year, receiving a 1-D deferment at that time.

October

The Department of Defense announces a 10,000 draft call for the remainder of the year, bringing the yearly call for 1971 to 98,000. This compares with a total of 163,500 called last year and 289,900 called in 1969. The 1971 RSN ceiling is set at 125,70 points lower than last year's ceiling of RSN 195.

The System's first training conference for the System's newly appointed state training specialists is held in Louisville, Kentucky.

State directors are advised that tape recorders during personal appearances are not authorized by draft law or regulations, and will not be permitted.

A total of 81 young women and men became Selective Service employees this summer, either through the summer aid program or the President's Youth Opportunity Stay-In-School Campaign.

November

The Director of Selective Service is delegated the authority to issue Selective Service rules and regulations. Under this new procedure, proposed rules and regulations must be reviewed by several federal agency heads and then pre-published in the Federal Register 30 days prior to their effective dates.

Prospective regulation changes are pre-published on November 3, 4, and 5, in the *Federal Register*. The public submits their views on the changes with considerable comment about appeal procedures. The proposed regulations include providing for the phase-out of student deferments; provision for postponements for students who are issued induction orders; creation of class 1-H, a holding classification; a liberalization of the CO alternate service program; and the abolition of Classes 1-Y, 5-A, and 1-S, and Government Appeal Agent positions.

The first 18-year-old local board member is appointed, to a board in Pennsylvania.

A letter to state directors provides additional guidance in the selection of board members to ensure that new members may serve at least five years on local boards and one year on appeal boards before reaching the new age and length-of-service requirements.

States begin their phase-in to a new Uniform Filing System, developed after much work by employees at the local, state, and national levels.

The first National Operations Conference is held November 14-18 in Savannah, Georgia, followed by operations conferences in each state.

LBMs (112, 43, as amended) provide guidance concerning postponements for students and transfers from a junior college to a four year college. The transfers are not subject to loss of deferment if they lose credit through no fault of their own.

The System issues its first of many revised forms after the enactment of the 1971 draft amendments. The first changed form is SSS Form 2, Registration Certificate, which is revised for use with Optical Character Recognition equipment, as part of the Registrant Information Bank program.

Induction Orders begin to be accompanied by "Before You Enter the Army," an Army publication describing the induction process and military life.

State directors are asked to send to National SSS Forms 112 and 112-A, the basis of the first data for the System's Registrant Information Bank.

The disposal of non-essential records continues. States are given further guidance on disposal of records of registrants over age 26.

LBM 99, concerning year end problems, is revised.

Registrants with deferments and RSNs above 125 begin to drop their deferments to experience draft eligibility during 1971.

December

On December 10, all the draft regulations proposed in November become effective, except those dealing with the appeals processes. The latter, because of many constructive recommendations submitted by the public, go through revision and then the review process once again.

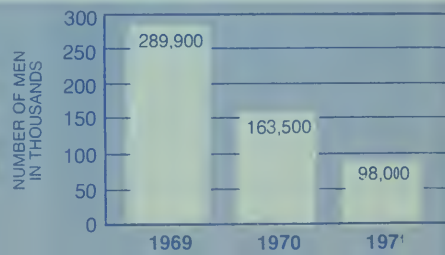
Letters and certificates of appreciation signed by Dr. Tarr are presented to approximately 5,000 dedicated local board members at their retirements. Many of those retiring served the System for 20 years or more, and some served since the law was enacted in 1940.

In Maryland, State Director James L. Hays, III, dies. Maj. Humphrey May, Jr., becomes acting state director.

A direct mailing to all Selective Service employees begins, to include Selective Service NEWS along with other appropriate materials.

Over 3 million informational pamphlets have been distributed to registrants, schools, and other interested people.

DRAFT CALLS



ON THE PAST YEAR

1971 meant changes and reforms in almost every facet of our System. Our goal in all these projects has been to make Selective Service more fair and equitable to registrants, more uniform, and more efficient and effective. I believe we have made great progress.

The phasing out of student deferments, authorized in the 1971 draft amendments and made effective by the new Selective Service regulations, will mean that young men who attend college will be treated in the same way as men who cannot or are not motivated to attend college. The institution of a system of uniform national draft calls, authorized by the 1971 amendments and to be made effective by Presidential proclamation, will mean that available men in the current draft pool with the same lottery number will be called to serve at approximately the same time. The new draft law also provides for new procedural rights for registrants, which will give young men more opportunity to communicate their reasons for requesting reclassification during the appeals processes.

The enactment of the 1971 draft amendments, including the extension of the President's authority to induct men not previously deferred, until July 1, 1973, was one of the greatest events for Selective Service in recent years. Never has the draft been so closely scrutinized by the American people, particularly through their representatives in Congress.

But the new draft law was by no means the only significant happening in 1971. This last year brought the lowest number of inductions since fiscal year 1963. It brought a Special Call for doctors and optometrists. The year also witnessed a rare three month period during the summer when the President's regular induction authority expired and there were no inductions. We held the third lottery drawing on August 5 to assign random sequence numbers to men reaching 19 in 1971.

PERSONNEL IMPROVEMENTS

Continued from page 1

In other personnel developments, an agency-wide study on the job classification of local board and state headquarters employees has been launched, with the aim of developing uniform agency-wide classification and qualification standards. The new standards will include a thorough breakdown of job elements and will establish a firm career ladder for progression from entry level to key jobs in state headquarters.

Expanding services to personnel, the Manpower Division has also recently given new impetus to the program of occupational health services for System employees.

Lastly, the Civil Service Commission (CSC) has made a consultative review of personnel management problems in 20 state headquarters and all the service centers. During this winter and spring, Selective Service, in cooperation with CSC, will try to solve some of the problems brought to the surface. Then CSC will conduct another review—this time a comprehensive audit.



While trying to improve our service to registrants, we also became more employee-oriented this last year. Personnel contributed many constructive suggestions, a number of which have been incorporated into regulations. Employees have also begun to receive the benefit of several new programs: a System-wide training effort so that all of us will interpret Selective Service policy in a uniform manner; an Affirmative Action Plan for Equal Employment Opportunity, including the encouragement of more minority, youth, and female participation; and the first stages of the computerized Registrant Information Bank, which will store minimum essential information on registrants, giving us current, accurate information. 1971 also marked the retirement of some 5,000 of our local board members, as required by the 1971 amendments. We are immeasurably thankful for the contributions these fine men and women have made to the System. At the same time, we welcome with enthusiasm the men and women who have been appointed by the President to take their places.

As we look toward 1972, we see a very different year ahead. We have already witnessed all the major changes the System will undergo for a long time. Our principal job this next year will be to ensure uniform interpretation and execution of Selective Service law and regulations. Last year brought us frustrations as we struggled to keep up with all the changes as they occurred. This year will prove more satisfying as we become progressively more proficient in using these changes. We must all work hard, but I think our reward will be gratifying.

Curtis W. Tarr



THE COMPUTERS AT THE heart of the Selective Service Data Processing System will be the Burroughs' Models B-2500 and B-3500, similar to that pictured. These third generation systems, scheduled for delivery in 1972, will handle the payroll, personnel and accounting systems, as well as RIB.

As you are aware, the RIB input system includes OCR typewriters at local boards. These are used by clerks to type the OCR forms which are mailed to the Data Processing Center. The forms are read by a Lundy-Farrington OCR reader (See November issue of Selective Service NEWS) and converted to magnetic tape.

NEW REGULATIONS

Continued from page 1

will not have the right to a post-decision local board personal appearance.

ADVERSE DECISIONS

The reasons for adverse classification actions will be sent to each registrant at the same time he is sent a Notice of Classification card informing him of the board's decision.

POST-INDUCTION ORDER RECLASSIFICATION REQUESTS

A registrant receiving a postponement of induction authorized by a state director or the National Director, or a postponement to complete a school term or year, will be able to receive consideration for a classification change until 30-40 days prior to his induction date.

REGISTRATION

A registrant must register with a local board in the period from 30 days before to 30 days after his 18th birthday.

LEAVING THE U.S.A.

A registrant will no longer be required to obtain the permission of his local board to depart from the country.

EXTENDED LIABILITY

Registrants over age 26 with extended liability will be placed in administrative holding classification 1-H.

CORRECTION: An article on page 4 of the November NEWS incorrectly referred to Mr. Philip V. Sanchez as the Director of the Office of Equal Employment Opportunity. The article should have read that Mr. Sanchez, a Selective Service Reservist in California, is the new Director of the Office of Economic Opportunity.

The input system for payroll and accounting will be a teletype network feeding into a B-2500 computer at the Data Processing Center. The personnel, payroll and accounting information will be sent from local boards to state headquarters and the service centers. The information will then be recorded on punched paper tape for transmission over telephone lines to B-2500. The B-2500 will edit information to insure it is correct and then record it on magnetic tape.

The magnetic tapes produced by the OCR reader and the B-2500 serve as input to the larger B-3500 computer system. This system performs the processing and handling functions necessary to generate payrolls, accounting, and management information on RIB.

About the middle of 1972, reports will be generated by the computer on high-speed printers. Then, personnel at local boards, state headquarters and National Headquarters will begin to see vivid evidence of the computerized system for which we have all worked so hard.

ARMY RELEASES EXPANDED

Continued from page 1

certify their willingness to forego certain VA educational benefits. ☐ Release of three-year volunteers up to a year early if they have served a full overseas tour in order to join a National Guard or Army Reserve unit for the remainder of their term of service.

The Army explained that personnel qualified for reenlistment will indicate in writing that they want to reenlist in the Regular Army and will be affected by the mandatory provisions of the expanded release program.



EEO Director Reynaldo P. Maduro discusses efforts to get more minority participation on California's Selective Service boards with Robert J. Keyes, California Assistant to the Governor for Communications. The two appeared on a KTLV news program in Los Angeles on December 3. California's Governor, Ronald Reagan has received commitments for participation of the state's minority superior court judges in a program to consider men and women from the minorities for recommendation for local board appointments. In California, the presiding judge of each superior court makes board recommendations to the President's appointment.

Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1971. This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Selective Act of 1967, or any other acts of Congress. Communications should be addressed to: Office of Public Information, National Headquarters, Selective Service System 1724 F Street, N.W., Washington, D.C. 20535. For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20540. Single copy 10 cents (single copy subscription \$1.00 per year; 25 cents additional for foreign mail).



Boards which do not have a Selective Service emblem and decals are encouraged to submit a requisition to the Administrative Services Division Manager at National Headquarters. The System's emblem, which is yellow, blue, green, black, and white, with yellow and black trim, is 20" x 17 1/2" and suitable for framing. The decals are designed to be placed on glass. The gold 2" wide "Selective Service System" is made up of three separate decals so that, if space does not permit to spread it on one straight line about 26" across, it can be arranged on two or three lines. The gold "Local Board No." decals come in two sizes to fit the needs of different boards. The smaller one measures about 8" x 1" and the larger, 16" x 2". It is hoped that all boards will use the emblems and decals to give our local offices uniform appearance.



Selective Service NEWS

DOCUMENTS

MORE THAN 125,000 MEN FREE OF DRAFT

More than 125,000 men who were eligible for induction during the first three months of 1972 were placed into the Second Priority Selection Group on April 1, 1972, ending the likelihood of their receiving induction orders, except in the case of a major national emergency. On February 8, National Director W. Tarr also instructed registrars to cancel induction orders for more than 11,000 registrants who had received postponements of induction orders, and to place these registrants into the Second Priority Selection Group when they become available. Those registrants whose induction orders were cancelled included men who had received postponements with an original termination date of "to the first call in," "until further notice," or "specific date prior to April 1." The approximately 1,000 registrants remaining in the System with outstanding postponements are men whose initial postponements expire on April 1 or later. Of the registrants who will be placed into the Second Priority Selection Group are members of the First Priority Selection Group, Sub-Group B. These are men who are eligible and available during the first three months of 1972, but whose lottery numbers were not called or who were not called for the most part, because of the lack of calls in the last six months of 1971. As members of Sub-Group B, they continue to be eligible for induction for the first three months of 1972. But since there are no calls for that period, they will not be inducted.

The Selective Service National State Conference will be held in Washington, D. C., March 16 and 17, 1972, at the Statler Hilton Hotel. The purpose of this important conference—the first one since Dr. W. Tarr became Director of the Selective Service—will be to exchange ideas in major areas of mutual concern, such as the *Registrant Processing Manual* and the standby

list. Included on the agenda will be a guest speaker and the presentation of national recognition awards. The meeting will conclude with a black tie social function the evening of March 17.

Approximately 10,000 of the registrants who will be placed into second priority are members of the Extended Priority Selection Group, Sub-Group A. These men first became eligible for induction in 1970, but were not available. Thus they were eligible for induction during the first three months of 1971 when, again, they were unavailable when their lottery numbers were reached in filling January-March calls. There are approximately 4,000 members of Sub-Group A who are not affected

CONTINUED ON PAGE 2

REGISTRATION KENNEDY REVISED

1972 brings new registration procedures. Detailed in the *New Registrants Processing Manual*, the intent of the revisions is to streamline local board operations and to make registration more registrant-oriented.

Under the new procedures, the registrant, at registration, fills out a Registration Questionnaire (SSS Form 100), which is a revised version of the former Classification Questionnaire. This new questionnaire requires the names and addresses of three persons outside the registrant's immediate family who

CONTINUED ON PAGE 4

HOLDS DRAFT-AMNESTY HEARINGS

The Senate Subcommittee on Administrative Practice and Procedures has scheduled a series of hearings in late February on Selective Service System procedures and on administrative possibilities for amnesty. Dr. Tarr was asked to be the lead-off witness and major Administrative spokesman at the hearings.

Senator Edward Kennedy (D-Mass.), the subcommittee chairman, noted that the new set of hearings would mark a continuation of the subcommittee's 1969-71 examination of Selective Service administrative practices.

He emphasized before the hearings that the Subcommittee would be particularly concerned with administrative formulation and implementation of the regulations issued following the passage of the 1971 amendments to the Military Selective Service Act. These amendments reflect many of the procedural reforms discussed in the subcommittee's 1971 report.

Concerning amnesty, Senator Kennedy stated in a press release that the subcommittee would consider past precedents and current opportunities for administrative action that would regularize the consideration, processing, and granting of executive clemency applications. These applications would be from draft registrants who have failed to comply with statutory and regulatory requirements, and others who seek relief from draft and military violations related to the Vietnam War. He said the subcommittee would especially focus on amnesty procedures developed after World War II which involved administrative action alone.

PERSONNEL AND FISCAL REPRESENTATIVES MEET IN DENVER
The Selective Service National Personnel and Fiscal Conference will be held April 9-21, 1972, in Denver, Colorado.

The first week of the conference, April 9-14, will be devoted to personnel employees, with two representatives from each state and service center meeting in the New Albany Hotel. Those attending will

CONTINUED ON NEXT PAGE



ROUND AND ROUND. Two plastic drums were the center of attention for more than two hours at the System's fourth lottery drawing on February 2, 1972. The drawing assigned permanent random sequence numbers to men born in 1953, or those who will reach their 19th birthdays during 1972. If they do not receive deferments or exemptions from service, these young men will be eligible for the draft during 1973.

ON MINIMUM AGE FOR BOARD MEMBERS

The 1971 amendments to the Military Selective Service Act set the minimum age for local board membership at 18 years, significantly lower than the former minimum age of 30, which had been established by regulations. The Congressional action also lowered the maximum age of board members from 75 to 65 and their maximum length of service from 25 to 20 years. The probable intent of Congress in these new requirements is to lower the average age of our board members, and to provide younger men and women the opportunity to serve as volunteers in the Selective Service System.

These new stipulations do not imply that every board must contain an 18-year-old member or, for that matter, a member of any specific age. The broad

range of permissible ages for our members is intended to give wide freedom to state governors. Local board appointments, of course, are made by the President, upon the recommendation of the state governor involved. Governors, in turn, receive appointment recommendations from a wide variety of sources, including current board members, civic organizations, minority and ethnic groups, county and state bar associations, judges, and others.

National Headquarters does not dictate to governors concerning their recommendations for local board appointments. These elected officials are guided by the draft law and regulations, as well as a long standing precedent of an honorable commitment to the spirit of providing the best qualified citizens

for these responsible tasks. The 1971 amendments also dictate, that to the maximum extent practicable, board appointments should proportionately represent the race and national origin of the registrants within the board's jurisdiction. However, no actions of boards will be declared invalid on the ground that they fail to conform to any particular quota as to race or national origin.

I welcome the young men and women who have been appointed members and I am gratified at their commitment to important voluntary service. It is their good judgment and genuine concern which are important and this is the universal criteria that we must insist upon for all members of all local and appeal boards.



Curtis W.

VETERANS' REEMPLOYMENT

Veterans have been returning to civilian life at the rate of better than 1 million a year during the last two years, significantly more than the 50 percent of these men are potentially entitled to reemployment rights.

A veteran's reemployment rights consist basically of his entitlement to be reemployed in the same position, seniority, pay rate, and status he would have enjoyed at his time of return if his former employment had continued without interruption by military service. The employer cannot discharge the veteran without cause within a year after his reinstatement (six months in the case of a Guardsman or Reservist returning from initial active duty for training). While the basis for these rights is Section 9 of the Military Selective Service Act, there have been over 600 court decisions interpreting the law, including 12 by the U. S. Supreme Court.

To qualify, a veteran must meet the following eligibility requirements:

- ☐ He must have left his work for the purpose of entering military service.
- ☐ That job must have been "other than temporary."
- ☐ His total active duty military time after leaving the job must not have exceeded four years, except involuntary extensions or voluntary extensions at the request and for the convenience of the Government which do not cause total active duty to exceed five years.
- ☐ His separation must have been under honorable conditions.
- ☐ He must apply to his former employer within 90 days if he served in the regular armed forces. If military service was initial active duty for training as a member of the National Guard or the Reserves, he must make this application within 31 days. If the veteran is hospitalized immediately after separation from active duty for a year or less, the 90-day

period begins upon his release from hospitalization.

☐ The veteran must be qualified to perform the duties of his former job, or, if disabled while in military service, the duties of some other job in the employer's organization.

Help in determining and exercising veterans' reemployment rights is provided by the U. S. Department of Labor's Office of Veterans' Reemployment Rights (OVRR), which operates through 38 field offices of the Labor Department's Labor-Management Services Administration (LMSA). Each veteran fills out a short Labor Department form, upon separation from service, which is used by OVRR and the Veterans' Employment Service for several purposes, one of which is the prompt mailing of this information to the veteran. Reemployment rights in state and local government depend on the laws of the states; those in Federal government are under the jurisdiction of the U. S. Civil Service Commission.

About 98 percent of serious disagreements about veterans' reemployment rights are resolved by LMSA compliance officers through correspondence, telephone calls, on-site investigation, negotiations, and mediation. In cases where a mutually acceptable solution proves impossible, LMSA, at the veteran's request, refers the case file to the Department of Justice for evaluation and for possible litigation by the local U. S. Attorney, at no cost to the veteran. If the Justice Department is not reasonably satisfied with the validity of the claim and decides not to represent the veteran, he can still sue through private counsel at his own expense.

READER REJECTS LESS THAN 3%

System Leases Terminals

As of December 1971, the System's new OCR reader was rejecting less than three percent of the OCR Form 2s. Arriving at the Selective Service Data Processing Center on December 15, the Lundy-Farrington 3030 Optical Character Reader was hard at work a week later processing data from the OCR Form 2s. The center was to receive a second reader at the end of February.

Controlled by a Varian 620 mini-computer, the readers are developing a data base of registrant information. In addition to data from the Form 2s, they are also processing typed data derived from SSS Form 112As.

A data processing center official said the low rejection rate of OCR Form 2s "is attributed to the excellent performance of all local board personnel and to the good work of the training specialists and supervisors involved in instructing typists about OCR typewriters."

Continued the official, "the Data Processing Center goal of less than one percent error rate, in view of this fine support from the states and local boards, is not only hopeful but a realistic goal." Many thanks come from the Data Processing Center for the careful hard work done in the field.

In other computer developments, TC500 Terminals are being leased for installation at each of the System's service centers and National Headquarters during March. These terminals, which are actually mini-computers, can communicate with the big computers at National from remote distances. They will be used for time and attendance reporting, financial accounting, and other administrative operations.

125,000 MEN FREE OF DRAFT
CONTINUED FROM PAGE 1.

by the February 8 directive. After dated February 9, Dr. Ta each state director to write with pending requests for appearances or appeals and them that they would be second priority on March 27 informed their local boards that date that they would dropping requests.

Under current Selective directives, members of Sub-C must be fully available for 2 consecutive days before they are able for placement into second priority. However, because the was not able to operate at full capacity for most of the last six months of 1971, the Director has de-credited all members of Sub-C with the time from July 1 to the effective date of the last major regulation changes, was expected to be in late February or early March. Thus, all members of Sub-Group A who become available for induction prior to March 27 will be credited with 270 days availability and placed into second priority on March 27, 1972.

MEETING IN DENVER
CONTINUED FROM PAGE 1.

be introduced to new personnel procedures such as the merit promotion performance rating system. Manpower Administration Personnel Procedures Manual.

A fiscal equipment conference conducted the second week, April with representatives from all state and service centers meeting at agency Hotel. These fiscal representatives will be made aware of new payroll involved in adapting the payroll accounting system to automatic data processing equipment.

Instructors from National Headquarters, service centers, and various levels will attend this vital conference.

Use of funds for printing of this publication approved by the Bureau of the Budget, August 7, 1971. This monthly bulletin is a medium of information for National Headquarters and other components of the Service Systems as well as the general public. Housing contained herein may be accepted as modifying provisions of the Military Selective Service Act or other acts of Congress.

Communications should be addressed to: Office of Information, National Headquarters, Selective Service, 1724 F Street, N.W., Washington, D.C. 20435. The Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402—price 10¢ copy. Subscription Price: \$1.00 per year; 25¢ cent mailing.

as of December 31, 1971. Some classification changes authorized
 Selective Service regulation reforms are not reflected.

Current Registrants	16,099,000
and 1-A-O available for induction; CO	
able for non-combatant military service	3,601,000
D available for civilian work	37,000
College deferment	4,000
High school deferment	232,000
Not qualified for service in peacetime	2,439,000
Occupational or vocational training deferment	141,000
Agricultural deferment	13,000
Undergraduate student deferment	876,000
Graduate student	2,000
Wardship or paternity deferment	1,134,000
Not deferred by law	
Not currently subject to induction	14,000
Minister	82,000
Not currently subject to induction processing	140,000
Not qualified for service	1,191,000
Military veteran	2,809,000
Surviving son	
and 4-W CO performing civilian service; CO	
Released from civilian service	29,000
Member of armed forces Reserve and ROTC students	740,000
Man on active duty in armed forces, Public	
Health Service, or National Oceanic and	
Atmospheric Administration	1,603,000
Classified registrants	1,012,000
Under 18	

ECOLOGY CORPS GROWING



A country estate? Not quite. This is one of the centers run by the California Ecology Corps.

about 150 COs have volunteered to become part of California's Ecology Corps. In addition, about 50 CO volunteers have joined the program. Initially 130 COs entered the program on or after July 1, even though they were not then legally required to join in the program because President's regular induction authority had expired.

Published on April 27, 1971, by executive order by California's Governor Ronald Reagan, the corps is under the direction of the California Department of Conservation. At present there are five ecology centers.

Because the corps was created out of any appropriations, it has been organized as a contracting agency. Contracts are being established to perform environmental work with other state and federal agencies, such as California's Department of Parks and Recreation, the Department of Fish and Game, the Department of Highways, and the National Parks Service.

By hand, raise the plants in a nursery, and replant the seedlings. Another project is the redevelopment of Angel Island, an old immigrant reception center located in San Francisco Bay, into a national park. A third program will involve the construction of the Pacific Coast Trail, which will run from Canada to Mexico along the spine of the Sierra. A still further project is to close the old mine shafts which dot the high desert areas adjacent to the Inyo Ecology Center. An extensive program is being undertaken to perform experimental slip and seed planting, which will develop better timber stands and erosion control.

The Corps has been engaged in a number of fire fighting operations. One such occasion was when a fire was burning through a deep canyon which could not be reached by fire bombers because of the steep canyon walls. After fighting their way down the side of the canyon through rocks and heavy undergrowth, a group of Ecology Corpsmen managed to extinguish the fire.

A group of corpsmen is also being trained to serve as one of the best equipped and most thoroughly trained mountain rescue teams in the country.



FIRST RECIPIENT of the Selective Service System's Silver Medal for Exceptional Service is Arnold Schwartz, former member of Draft Board 13 in New York City. The 66-year-old Brookdale Hospital president received this second highest recognition last December from Selective Service Director Curtis W. Tarr. Mr. Schwartz served as a board member for six years before the 1971 draft amendments, which lowered the age limit of members to 65, necessitated his retirement effective December 31, 1971. Mr. Schwartz subsequently has been appointed an advisor to New York City Selective Service Director Paul V. Akst.

In addition to the numerous local and appeal board members required by draft law to retire by the end of 1971, several compensated employees have recently left the System. At National Headquarters, both the manager and the plans and management officer of the Inspection Services Division terminated their service with the System early in 1972. Former Inspection Services Manager Col. William P. Averill (AUS-Ret) left the agency

January 31, 1972. The Colonel first assumed his former position in May 1971. Colonel Averill first became an employee with the System as personnel and administrative officer at Connecticut State Headquarters in 1940. After assuming various other positions in Connecticut, he was transferred in 1943 to National and then to Ohio State Headquarters, where he stayed until 1947. He was then transferred to National again, where he became, first, assistant chief and then, in 1955, chief of the former Field Division. He later became manager and then administrative officer of Inspection Services.

Colonel William D. Brooks, Jr., (AUS-Ret.) who left Selective Service February 5, 1972, was the System's plans and management officer in Inspection Services since the end of 1971. Beginning with Selective Service in 1951 as a training assistant in the former Field Division, Col. Brooks then took on various other positions. He served as assistant chief of administration and executive officer of the Administrative Division before becoming an administrative officer in Inspection Services.

CONGRESS MAY SAVE FORMER REGISTRANT FROM DEPORTATION

Two Congressmen are engaged in action to prevent former Selective Service registrant Thomas G. Jolley from being deported. The courts have ordered Jolley, 27, now a reporter for the *Tallahassee Democrat* in Florida, to leave the country by February 9, 1972, or face deportation. However, Congressmen Ronald V. Dellums and Phillip Burton from California submitted private bills on November 15, 1971, which, if enacted, would consider Jolley "to have been lawfully admitted to the United States for permanent residence." While these bills are still in the House of Representatives' Judiciary Committee, the Immigration and Naturalization Service cannot carry out Jolley's deportation. If deported, Jolley would be a stateless man.

Briefly, Jolley, while a draft regis-

trant, took refuge in Canada, and then renounced his U.S. citizenship. Shortly afterwards, he illegally reentered the U.S., and then resisted deportation. He was tried as an alien by a Special Inquiry Officer pursuant to the Immigration and Nationality Act. Then his case was reviewed by the Board of Immigration Appeals (BIA), and afterwards the U.S. Court of Appeals for the Fifth Circuit. The Supreme Court denied review on November 9.

The Circuit Court confirmed the BIA decision that Jolley must depart from the U.S. voluntarily or be deported, because he is an alien excludable from entry into the U.S. for (1) entering the country without an immigrant visa and (2) remaining outside the country to avoid military service. The description of the latter

CONTINUED ON NEXT PAGE

CHATTANOOGA—The girls chewed gum and giggled. The boys stared with a mixture of envy and disbelief, and a nervous assistant principal appeared on the verge of losing his lunch.

Up the steps and through the front door of Brainerd High School rode Army Spec. 4 Douglas Reitmeyer astride a bellowing motorcycle, rattling the windows.

He took a hard right into the auditorium, and there he rapped for nearly an hour with young men soon eligible for the draft into the Armed Services of the United States.

"Do you want to end the draft?" Reitmeyer asked.

"Yeahh," came the reply.

"Do you REALLY want to end the draft?"

"Yeahhh."

"That's good," the Army's self-styled "easy rider" said.

The 22-year-old veteran of a year and 23 days' service had come to spread the word of a new Army: no more shaved heads, no more KP, beer in the barracks, personal dignity, educational opportunity, better pay.

He told how he was ready to split for Canada when he got his own draft notice, and why he decided not to go.

It was their language: Cool, chick, fuss, lifer, Nam.

Then it was time to go. He made an ear-shattering departure from the campus, the front wheel of the Sportster standing in air as he smoked toward another appointment, leaving waving, cheering students behind.

The scene has been repeated day after day since last September when Reitmeyer and Spec. 4 Michael Speegle set out from New York on their motorcycles, with Reitmeyer's 19-year-old wife Deborah following in a van.

Along with their pitch about the new Army, they urged students to complete high school, sled motorcycle safety,

and pleaded with teen-agers to exercise their voting rights when they turn 18.

The article refers to two Army specialists, Douglas Reitmeyer, 22, and Michael B. Speegle, 21, who spent a 90-day country-wide good-will tour ending December 20, 1971, to talk to young people. Their vehicle: motorcycles. Their message: according to Reitmeyer, "to keep other young men from going to jail or Canada or somewhere else as draft dodgers." (i.e., to make young people aware of the reformed opportunities in military service.)

"I didn't say the Army is really great," said Reitmeyer in a recent interview. "I took a chance in coming in (to the Army) and I found out it wasn't so bad."

Reitmeyer, who originally considered fleeing to Canada to avoid military service, thought up the idea of making the nationwide trip. The adventure took the two men to 28 of the 50 states, 12,000 miles, and to cover over 20,000 high school students. Reitmeyer suggested the idea to the chain of command at the Army's Missile and Munitions Center and School at Redstone Arsenal, Alabama, where he was receiving advanced training in electronics. Five days later he was at the Pentagon, explaining his brainstorm to Lt. Gen. George I. Forsythe, special assistant to the chief of staff for the all-volunteer Army.

The two travelers outfitted themselves for their trip with Harley-Davidson motorcycles, which cost them the special price of \$1.00 each; a credit card from Texaco for \$500 worth of gas; and some free camping equipment from the Coleman Company.

Afterwards, his board ordered him to report for induction on two separate occasions. In 1968 Jolley returned to the U.S. without a visa.

As stated in the Circuit Court decision, the Government had to prove that Jolley lost his U.S. citizenship through voluntary expatriation, this becoming an alien. Jolley contended his expatriation was involuntary—made under duress—because of his desire to avoid breaking Selective Service law. "Dislike for the law does not in and of itself compose coercion; subjective deportation cannot be metamorphosed into duress," states the Circuit Court decision.

Jolley also argued that the Immigration and Nationality Act provides that an alien married to a U.S. citizen—as Jolley is—who is otherwise admissible at time of entry shall not be deported for gaining entry by misrepresentation or fraud. The Government answered that in another Immigration and Naturalization Service case "the Court held that an alien who had, in violation of quota restrictions, obtained entry by fraud and was not otherwise inadmissible, could receive such benefits, of . . . 'the Im-

DOD SEERS TO END
 Special Call No. 46 for doctors and osteopaths was terminated on January 31. None of those affected by the call were issued induction orders after January, with the exception of men who received postponements to complete residencies. As yet, not all physicians ordered have received their commissions.

Concurrently, Defense officials are now looking over a host of proposals to end the so-called "Doctor's Draft" and still provide necessary medical services to members of the armed forces.

Some of the ideas under examination include:

- ☐ Reducing the use of physicians in non-professional duties.
- ☐ Increasing the use of technicians and other medical personnel.
- ☐ Increasing the inter-service use of facilities.
- ☐ Increasing regionalization.
- ☐ Increasing the use of civilian physicians in military facilities.
- ☐ Diverting part of the workload to civilian facilities when appropriate.

Assistant Secretary of Defense (Health and Environment) Richard S. Wilbur, M.D., paints no rosy picture about retention of medical men, pointing out that the Department of Defense loses anywhere from 25 to 37 per cent of its doctors each year.

Nor does he believe the situation will improve much until the 1980s, when medical schools will be turning out sufficient doctors and the population will be tapering off, making a more competitive employment situation.

"The decade of the 1970s will provide the main challenge," he said.

Assistant Secretary Wilbur indicates the basic solution to the immediate problem is twofold: (1) pay for military doctors approximately comparable to that of their civilian counterparts; (2) liberal sabbatical leaves for armed forces doctors to attend military or civilian institutions as part of their continuing medical education.

migration and Nationality Act.' (But) petitioner is charged with being qualitatively unacceptable and undesirable under the Immigration and Nationality Act."

REGISTRATION REVISED
 CONTINUED FROM PAGE 1.

will always know his address. The names, relationships, and ages of all the registrant's family over age 16 also must be listed. The form includes eight series of questions asking whether the registrant believes he qualifies for a hardship deferment, CO status, a surviving son exemption, or other Selective Service deferments and exemptions.

Provided he registers at his own board and time permits, the registrant will be issued his Registration Certificate (SSS Form 2), and will be assigned administratively to the

DOCTOR'S DRAFT
 He explains that military never equal civilian remuneration but that the current discrepancy be redressed. One way would allow doctors to work long the usual 40-hour week (doctors work on an average hours a week) and pay them extra work performed. Another would be to make do with doctors as total force levels (but maintain the present per budget and pay those remain active duty the salaries say the reduction-in-force.

Dr. Wilbur says the granting sabbatical leaves is a of great importance to doctors must constantly undergo to and specialization to maintain professional competence.

Asked if increased use of medical care by dependents the Civilian Health and Medical Program for the Uniformed Services (CHAMPUS) program could even greater savings of medical men, Dr. Wilbur could, but pointed out that military bases are located in locations where it is a case dependents receiving military care or no care at all.

He also pointed out that the nature of the military program implies a higher ratio of physicians to military members than for civilian life—one doctor per men in the military and one for every 640 people in civilian

He expects the current physicians in the armed forces decline in the next two years several thousand. The major breakout at present is still in true volunteers, with only of the regular medical officers serving under some obligation training.

Nonetheless, Dr. Wilbur indicated that he is hopeful the cumulative effect of many improvements Service life will persuade doctors to stay on.

holding Classification I-H. He also receive his Notice of Classification (SSS Form 110) at registration, again, that he register his own board and time permit the registrant does not receive SSS Forms 2 and 110 at registration they will be prepared by his board and mailed to him.

Other new provisions require registrant to bring some official of identification to registration as his birth certificate, Social Security Account Number card, driver's license, school/college activity or credit cards. He must give a of residence in the U.S. or its sessions, if he presents himself for induction in these places. In case, each registrant must give place of residence.

CONGRESS MAY SAVE REGISTRANT
 CONTINUED FROM PAGE 3.

reason for excludability, in the U.S. code, reads:

"... persons who have departed from or who have remained outside the U.S. to avoid or evade training or service in the armed forces in the time of war or a period declared by the President to be a national emergency . . ." (President Truman declared a national emergency in 1950 and this proclamation has not been revoked.)

"There can be little doubt," said the Circuit Court decision, "that [Jolley] remained outside the U.S. to avoid military service . . . Indeed, the very basis of his first argument—that he did not voluntarily renounce his citizenship—is that he was compelled to abandon his country because of his abhorrence of the Selective Service laws."

Jolley had originally applied for and been denied CO status. Then, after flunking a history test at the University of Georgia, he and his wife went to Canada in early 1967 while he was classified 2-S. After requesting his board to reclassify him 1-0 again and being reclassified 1-A, he went to the U.S. Consul in Toronto and stated, "I do not wish to break the laws of the U.S. These laws conflict with my beliefs." He renounced his U.S. citizenship.



Selective Service NEWS



DOCUMENTS

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SENATE SUBCOMMITTEES INVESTIGATE SELECTIVE SERVICE REGS, AMNESTY



...ING on the modernization of
...ective Service System before
...ate Judiciary Subcommittee on
...strative Practice and Proced-
...r. Curtis Tarr declared that "it
...oo early to appraise the prog-
...e have made. Fundamental al-
...s require a great deal of time
...mplishment. But I believe that
...e begun the essential work to
...e Selective Service for as long
...ust be able to induct men, and
...vide for an effective standby

system thereafter."

Dr. Tarr was the leadoff witness in the Subcommittee's three-day hearings (February 28-March 1), which focused on both the current amnesty controversy and on the implementation of Selective Service regulations issued following the passage of the Military Selective Service Act of 1971. These hearings continued the subcommittee's 1969-71 examination of Selective Service administrative practices—an inquiry from which came

many detailed complaints concerning lack of uniform practices in the system.

Subcommittee members during the present hearings were Senators Edward Kennedy (D.-Mass.), chairman, Philip Hart (D.-Mich.), Birch Bayh (D.-Ind.), Quentin Burdick (D.-N.Dak.), John Tunney (D.-Calif.), Strom Thurmond (R.-S.C.), Charles Mathias (R.-Md.), and Edward Gurney (R.-Fla.).

During the course of his testimony, Dr. Tarr touched on five general topics related to the System: Random Selec-

tion, Local Boards, Enforcement, and Regulations. In addition he was asked to comment upon the idea of amnesty.

The Director also appeared March 10 before the Senate Armed Services Subcommittee on the Volunteer Armed Force and Selective Service, testifying on the administration of the provisions of the Selective Service Act.

This Subcommittee was chaired by Senator Lloyd Bentsen (D.-Tex.), and included Senators Thomas J. McIntyre (D.-N.H.) and William B. Saxbe (R.-Ohio).

Secretary Announces Calls, Hints Reserve Draft

DEFENSE SECRETARY Melvin Laird said March 6 that draft calls for July and June will average 5,000 (15,000 total), and that the 1972 draft would be reduced to 10,000.

There have been no call-ups for the last 18 months of this year, and plan would mean the lowest draft call since 1949, when only 10,000 were drafted. Since that year, the number of call-ups has dropped no lower than 10,000 in 1962, and they reached a war peak of 364,600 in 1966. In 1971, there was no draft for 10 months and call-ups declined to 10,000.

After draft developments, Secretary Laird stated in his annual defense report to Congress February 15 that he might have to set up a special commission to meet the manpower needs of the armed forces.

Speaking before the Senate Armed Services Committee, he said that the National Guard would have a much more important role than

in the past; yet, he pointed out, with the draft pressure being removed their combined forces have already dropped 44,722 below authorized strength.

If this trend is not halted by recent pay raises and intensified recruiting, Laird vowed to ask Congress for a bonus to stimulate guard and reserve enlistments. As a last resort, the Defense Secretary added, he would request legislation to allow the drafting of men into the selected reserves.

While admitting the possible necessity of a reserve draft, he also stated: "I do not want to press for a draft authorization unless that becomes absolutely essential, and I do not think it is at this point."

On February 24, Secretary Laird said he would he would ask Congress April 1 for new "incentives" aimed at reversing the sagging reserve and National Guard enlistment rates.

Although these "incentives" were not specified, it is assumed that they will include the "bonus" he referred to in his Congressional testimony.

System Announces First Draft of 1972: No. 1-15

SELECTIVE SERVICE Director Curtis W. Tarr instructed state headquarters and local boards on March 16 to issue induction orders with reporting dates from mid-April through May 31 to 1972 prime induction candidates with lottery numbers 1 through 15. His directive is in response to the Defense Department's recent combined April-May-June call of 15,000 men. Dr. Tarr's instruction is also the first utilization of the recently authorized Uniform National Call procedure, in which all eligible registrants with the same lottery numbers are issued induction orders to report in the same period, regardless of their locations in the country.

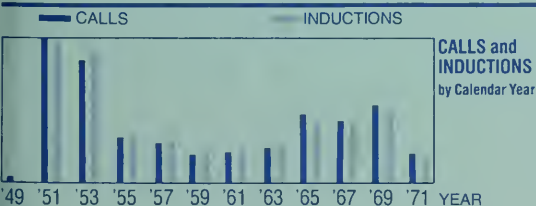
Local boards will not issue induction orders for the April-May deliveries before March 15 nor after March 31. All registrants will receive at least 30 days notice of their induction dates. A related directive also was distributed on March 15 which ordered Class 1-O conscientious objector registrants from the 1972 First Priority Selection Group—Lottery Numbers 1-15—to be notified of their obligation to perform alternate service in the national health, safety, or interest. Under new draft rules, COs who receive this notification have 60 days to locate civilian employment and get state director approval of this employment; if suit-

New Appeal Methods Effective March 11

NEW Selective Service regulations concerning appeal procedures became effective March 11. These directives were republished in the *Federal Register* for public review on January 12, 1972.

The regulations spell out important changes in registrant rights. A registrant will now be entitled to a personal appearance before a quorum of his local board, as well as before a quorum of his state appeal board, and, if the registrant becomes entitled to a Presidential appeal, before a quorum of the Presidential appeal board. He will have 15 days from the date on his latest Notice of Classification in which to request a local board personal appearance or an appeal, and he will be given at least 15 days notice of all personal appearances. At his local board personal appearance, where he will be entitled to at least 15 minutes, he may present up to three witnesses. Witnesses may not, however, be used at appeal board appearances.

CONTINUED ON PAGE 4.



CONTINUED ON PAGE 4.

A DETAILED, EASY-TO-READ SUMMARY OF THE NEW REGULATIONS APPEARS ON PAGES 2 AND 3 OF THIS ISSUE

LAST MAJOR CHANGES IN DRAFT POLICY

SUMMARY OF MAJOR CHANGES IN SELECTIVE SERVICE POLICIES
By New Selective Service Regulations, Published in the
Federal Register on March 10, 1972

This is a summary of the last major group of Selective Service Regulation changes, effective March 11, 1972, which ended more than two years of almost constant reform in draft policies and registrant rights. The regulations were republished for public comment on January 12, 1972, in accordance with a 1971 amendment to the draft law which requires that all changes in Selective Service Regulations be "proposed" to the public by

printing them in the FEDERAL REGISTER at least 30 days in advance of the effective date. (The REGISTER is a daily government publication listing changes in agency rules and regulations.) These are the second group of regulations implementing the 1971 amendments to the Military Selective Service Act, the first ones having been published December 9, 1971.

SUBJECT	STATUS PRIOR TO CHANGES IN THE LAW AND REGULATIONS	STATUS NOW
1. <i>Registrant's right to bring witnesses to his local board personal appearance</i>	A registrant did not have the right to bring witnesses to his personal appearance.	A registrant is entitled to bring up to three witnesses to his personal appearance before a quorum of his local board. Further, the registrant is entitled to such time for his personal appearance as is reasonably necessary for a presentation of his claim. Normally, 15 minutes is adequate for this purpose.
2. <i>Personal appearance before a state-level appeal board</i>	A personal appearance before a state-level appeal board was not allowed.	A personal appearance before a quorum of a state-level appeal board is allowed upon request of the registrant. The registrant is entitled to such time for his personal appearance as is reasonably necessary for a fair presentation of his claim. However, he does not have the right to bring witnesses.
3. <i>Personal appearance before the Presidential appeal board</i>	A personal appearance before the Presidential appeal board was not allowed.	A personal appearance before a quorum of the Presidential appeal board is allowed upon written request of the registrant, if the state-level appeal board is not unanimous. The registrant is entitled to 15 minutes for his personal appearance and the board may, at its discretion, extend this time period. The registrant does not have the right to bring witnesses.
4. <i>Time limits for requesting personal appearances or appeals</i>	<p>A registrant had 30 days from the date on his initial Notice of Classification (SSS Form 110) in which to request a personal appearance before his local board, or an appeal. If he elected a personal appearance, there was no requirement that the local board notify him of the date of his appearance within a set number of days.</p> <p>Following his personal appearance before his local board, he was sent a new SSS Form 110. He then had another 30 days from the date on the new Form 110 in which to request an appeal.</p> <p>Following action by the state-level appeal board, another new SSS Form 110 was sent to him. If the vote of the appeal board was less than unanimous, he had 30 days from the date of his latest Form 110 in which to ask for review by the Presidential appeal board.</p>	<p>A registrant has 15 days from the date on his latest Notice of Classification (SSS Form 110) in which to request a local board personal appearance; or, if he wishes to by-pass the local board and request a personal appearance, he has the same 15 days from the date on which to request an appeal to the state-level appeal board.</p> <p>If he requests a personal appearance before his local board he will receive at least 15 days notice of his meeting. Following his personal appearance before his local board he will be sent a new SSS Form 110. He has 15 days from the date on this new SSS Form 110 in which to request an appeal to the state-level appeal board. Following the state-level appeal board action, he will be sent a new SSS Form 110. He has 15 days from the date on this new SSS Form 110 in which to request a further appeal to the Presidential appeal board and to state whether he will appear in person before the board. If he elects a personal appearance, he will receive at least 15 days notice of the meeting. Following the Presidential appeal board action, he will be sent a new SSS Form 110.</p> <p>If the state-level appeal board is not unanimous in its decision, the registrant has 15 days from the date on his latest SSS Form 110 in which to request a further appeal to the Presidential appeal board and to state whether he will appear in person before the board. If he elects a personal appearance, he will receive at least 15 days notice of his meeting. Following the Presidential appeal board action, he will be sent a new SSS Form 110.</p>

SUBJECT	STATUS PRIOR TO CHANGES IN THE LAW AND REGULATIONS	STATUS NOW
		<p>Requests for a local board personal appearance, a state-level appeal, or an appeal to the Presidential appeal board, must be submitted to the registrant's local board.</p> <p>All the 15-day time limits may be extended by the local board if it is satisfied that the registrant's failure to act within 15 days was due to some cause beyond his control.</p>
<i>A personal appearance with the local board prior to the board's decision on a CO classification or hardship deferment request</i>	A registrant did not have the right to a personal appearance with his board <i>prior</i> to the board's decision on his CO classification or hardship deferment request.	A registrant can request a personal appearance with his local board <i>prior</i> to the board's decision on his CO classification or hardship deferment request. The same procedural rights which would be afforded him at a <i>post</i> -decision personal appearance are afforded him at a <i>pre</i> -decision meeting. A <i>post</i> -decision personal appearance will not be held if a <i>pre</i> -decision appearance has been held at the registrant's request.
<i>Failing to report for scheduled personal appearance with local or appeal board</i>	There was no clear guideline to local boards concerning appropriate action to be taken when a registrant failed to report for a personal appearance.	A registrant who fails to report for a personal appearance before his local board, state-level appeal board, or the Presidential appeal board is given five days in which to submit acceptable reasons for his failure to appear. The reasons should be submitted to the board before which he failed to appear. The 5-day period may be extended by the appropriate board if it is satisfied that the registrant's failure to appear was due to some cause beyond his control.
<i>Providing reasons to a registrant for adverse decisions by local or appeal boards</i>	Local and appeal boards were not required to provide a registrant with reasons for their decision.	The reasons for an adverse classification decision at a local or state-level appeal board will be mailed to a registrant at the same time he is mailed a Notice of Classification (SSS Form 110). If the registrant desires the reasons for an adverse classification decision by the Presidential appeal board, he must write to his local board within 30 days of the date on his latest SSS Form 110.
<i>Post-Induction Order Reclassification Requests</i>	A request for reclassification after the receipt of an induction order was not considered unless there had been a change in the registrant's status resulting from circumstances over which he had no control.	A registrant receiving a postponement of induction which is authorized by the National Director or a state director, or which is issued in order for him to complete a school term or academic year, will receive consideration of a reclassification request until 30-40 days prior to his actual induction date. Postinduction order reclassification requests by other registrants will not be considered unless there has been a change in their status resulting from circumstances beyond their control.
9. <i>Registration Procedures</i>	Every male U. S. citizen was required to register within five days after his 18th birthday.	Every male U. S. citizen must register within the period 30 days before to 30 days following his 18th birthday.
10. <i>Classification of Registrants age 26-35 with Extended Liability</i>	A registrant who, because of a previous deferment, had his liability to the draft extended to age 35, was kept in Class 1-A.	Registrants age 26 to 35 with extended liability, except for medical specialists, will be placed in Class 1-H, an administrative holding classification.
11. <i>Permission to depart the U. S.</i>	A registrant was required to obtain the permission of his local board in order to leave the U. S.	A registrant is no longer required to obtain the permission of his local board in order to depart the country.
12. <i>Current Status of Registrants</i>	All classified registrants were required to inform their local boards of changes in their status regarding employment, marriage, address, etc.	All classified registrants, with the exception of those in Class 1-H, must inform their local boards of changes in their status. Registrants in Class 1-H must inform their boards only of address changes.

able jobs are not found within the 60-day period, COs will then be eligible for ordering to alternate service assignments.

An additional Uniform National Call will be issued for June inductions, but according to Dr. Tarr, the uncertain number of inductions resulting from this first Uniform National Call make it impossible to predict the additional lottery numbers needed for the June call-up. The Director did say, however, that he would issue instructions for June deliveries no later than early May.

Board Worker Gets Jobs for Returning G.I.'s

MRS. EDITH THROWER is the complete antithesis of the all-too-common government bureaucrat who won't step one inch outside her "job description" to lend someone a helping hand.

As Executive Secretary of Local Board 53 in her home-town of Ashland, Virginia, Mrs. Thrower, in addition to her regular duties, spends up to four hours a week finding jobs for returning veterans. Working in an area (Richmond, Virginia and suburbs) of work opportunities that she calls "fine and growing," Mrs. Thrower, for instance, got employment referrals for ten of the 17 veterans who visited Local 53 during one week in January.

Mrs. Thrower has been with Board 53 for 20 years and has been conducting her one-woman employment agency for the last six. When recently released vets come to the Ashland Local for new 4-A registration cards, she asks them if they've found a job or if they have anything in mind they plan to do; if not, she offers to start hustling in their behalf.

And hustle she does, by calling the employment offices of many diverse companies and organizations such as the Richmond Police Department, Reynolds Metals, and General Electric, and asking if they're interested in any applicants. If so, she then directs these unemployed vets to the location of the job interview.

If employers have no immediate openings, Mrs. Thrower requests them to contact her when they need an employee with specific skills. And

Other new regulations require local and state appeal boards to send the reasons for adverse classification actions to registrants at the same time they send new Notice of Classification cards. In addition, registrants requesting conscientious objector status or hardship deferments will be able to make local board personal appearances, before the boards act on their requests; however, those who elect such appearances will not be entitled to post-decision local board appearances.

when an employer does request someone, she checks her records to find the vet with the appropriate background needed and then notifies him of the available position. "Part of the reasons employers work through me," she adds knowingly, "is to avoid paying fees to an employment agency."

The word of Mrs. Thrower's selfless deeds is really getting around—even 18-year-old registrants are asking her to help them get jobs. And this she does gladly: "If I help them, these boys don't feel so bad towards me... I don't want to be thought of just as 'that old lady that drafts people.'"

But Mrs. Thrower is an "old lady" only in the sense that she's the proud grandmother of two grandsons. It's indicative of her youthful enthusiasm that when this writer first talked to her over the phone I honestly thought I was speaking to a young woman in her 30's.

"People complain a lot, so this is the happy end of the job for me," she explains. "A lot of these boys come out of the service in a bad mood, and not too many people do things for them. But I feel we owe something to these veterans, and if I can just get them on one job they'll have a chance to better themselves."

Well, we say right on ma'am, and concur with your Virginia State Director, Mr. Ernest Fears, who says, "...Mrs. Thrower should be most highly commended for this service, which is far beyond the scope of her duties and establishes the finest public relationship for the System."

Ohio Solicits Registrant Opinions

SINCE early fall of 1971, Ohio has been asking registrants for comments about their experience with the System. Over 2,000 postcards, pre-stamped and addressed to Ohio State Headquarters, have been distributed to the 134 local boards of the state. The cards, made easily available to registrants at board locations, request them to "Please give us your comments," and then provide a checklist along with space for additional comments. Some of the returns: "As a college student, I expected indifference concerning my questions and situation. Instead, I found people who were truly interested in helping explain the situation." "Drafted but no complaints." Of course, you can't change a young man's opinion. While one did think his local board office personnel were courteous, fair, helpful, informative, and interested, he also commented, "Close down all draft boards and end war and the draft."

Computer Service Center Gets Equipment

THE FULL COMPLEMENT of computer equipment is now operating at the Computer Service Center (formerly the Data Processing Center). In operation are two Burroughs machines, the B2500 and B3500, and a Burroughs TC500 Terminal Computer—a mini—used for major inputs from personnel payroll and accounting subsystems. The TC500, located away from the other computers in the Center, is connected to the B2500 via a telephone-line circuit. Two Lundy-Farrington 3030 Optical Character Readers are also being used—on a 24-hour a day basis—for scanning the SSS Forms 2 and 110.

Some of the very latest communications techniques are being utilized in transmitting data and messages between the B2500-TC500 Data Communications Computers. Before the end of April a new day of data handling will have dawned at the Regional Service Centers as pilot payroll data begins flowing into the main Center from the six remote TC500's installed in mid-March.

Full operation of the data communications link-up will commence in May for the accounting data and in June for the payrolls.

One immediate effect on all compensated personnel will be the link-up capability of providing a current Leave and Earnings Statement.

Management Evaluation Group Replaces Inspection Services

THE QUALITY of Selective Service management should be greatly improved with the formation of the Management Evaluation Group, a separate National Headquarters staff office reporting to the Director.

The aim of this new staff function which replaced the old Inspection Services Division in early February is to evaluate management practices and perform necessary investigations within the Selective Service System. The new Group has the authority to review all program and administrative activities of the System.

Describing the function of the Management Evaluation Group, its acting chief, Mr. Edward W. Locke says:

"We will be determining where more productive efforts should be applied. For example, do we need additional training in a specific area? Should certain procedures be revised? Do staffing directives need modifying? The data we shall collect and our analysis of it will aid in correctly answering questions of this sort so that appropriate action can be taken."

This new Headquarters organization consists of the Group Chief and two assistants. Two management representatives are located in each region except Fort Worth, Texas, where there is one. These representatives were formerly the regional inspectors. As members of the new Group, they will be frequently assigned to visit states outside the respective regions and they will normally operate in teams.

Mr. Locke emphasized that the management representatives will work very closely with the state directors as they perform their management evaluation and function reviews. "We are striving to help the state directors with their problems as we help the staff and function managers at National Headquarters so that the best possible material can be the basis for management decisions," he said.

The Inspection Services Division was eliminated after the Director determined there was no longer need for a national inspection function. Each state now has its own inspection activity.



MRS. EDITH THROWER, EXECUTIVE SECRETARY OF LOCAL BOARD 53, Ashland, Virginia, advises veteran Billy Ray Smith, one of her many young friends whom she has helped to find jobs.

Use of funds for printing of this publication is approved by the Director of the Bureau of the Budget, August 7, 1968.

This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act or any other acts of Congress.

Communications should be addressed to: Office of Public Information, National Headquarters, Selective Service System, 1724 F Street, N.W., Washington, D.C. 20435. For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402—price 10¢ per copy (single copy). Subscription Price: \$1.00 per year. 25 cents additional for foreign mailing.



Selective Service NEWS

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Tarr Leaving Selective Service; Named to State Department Post

President Nixon has nominated Dr. Curtis W. Tarr for the created post of Under-Secretary of State for Security Assistance. Confirmation by the Senate, Dr. Tarr will supervise military aid programs, sales of military equipment, and economic supplementary assistance programs. His duties will involve insuring

that all forms of military assistance to foreign countries conform to administration foreign policy.

Dr. Tarr's nomination was approved by the Senate Foreign Relations Committee on April 25.

As of press time, action on Tarr's nomination had not been scheduled by the full Senate. Deputy Director Byron V. Pepitone is expected to be named Acting Director.

Changes in Public Information Regs Published

Final amendments to Selective Service Regulations concerning Publication of Information were published for public review April 1 in the *Register*, a daily government publication listing changes in federal rules and regulations.

The proposed Part 1608 (formerly entitled "Payment for Perquisites") consists of a revised regulation that formerly appearing in Part 1606 being renumbered: 1606.31, 1606.32, 1606.35, 1606.37-1606.42, and 1606.63.

In simple language, here are some highlights of the proposed public information amendments:

1. The requester shall pay only 25 cents per page, rather than the present \$1.00 per page, for processed copies of File Folders (SSS Form 101) or other identifiable records or documents prepared on SSS equipment. In addition, if records are copied by a private firm, the requester must pay for the expense of copying; he must also pay for the System employee's time spent to witness the reproduction—at a rate of \$1.00 per quarter-hour after the first quarter-hour. As the regulation stands now, the requester must pay \$5.00 per hour or fraction

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State directors contemplating the remarks of Dr. Curtis Tarr during his keynote address at the State Directors Conference.

State Directors Converge on Washington

Over 16-17 saw state directors converge on the Washington, D. C. Hotel for the first State Directors Conference since Dr. Curtis Tarr took over the System two years

ago. The 15 was devoted completely to the directors registered and attending, and giving them the opportunity to visit National Headquarters and talk in person to many of

the people they had dealt with previously only on the telephone.

The meetings began in earnest on the 16th with an opening address by Mr. Dan Cronin, Deputy Director for Operations. Mr. Cronin then introduced Dr. Tarr who gave a keynote speech to the state directors on achievements within the System, past and future, and on the then

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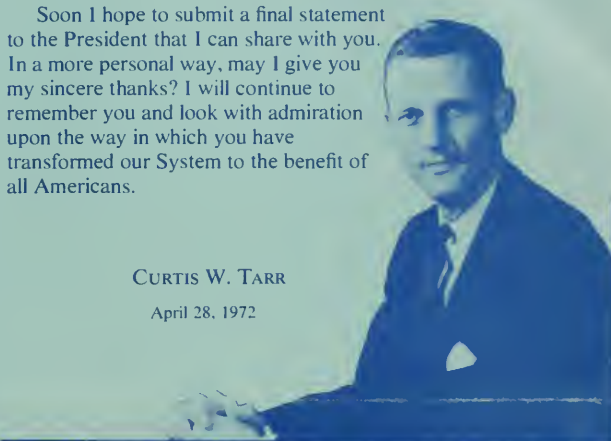
Farewell Message from the Director

DEPARTURE introduces a moment of sadness, as one leaves friends and cause and the challenge we have shared. But quickly we set these aside to remember fellowship and the thrill of cooperation in meeting the tests of turbulent times. I go with a feeling of gratitude for what each of you has done to serve our nation in a crucial way.

Soon I hope to submit a final statement to the President that I can share with you. In a more personal way, may I give you my sincere thanks? I will continue to remember you and look with admiration upon the way in which you have transformed our System to the benefit of all Americans.

CURTIS W. TARR

April 28, 1972



Supreme Court Restricts Civil Suits Against System

In an important decision on March 21 in *FEIN v. SELECTIVE SERVICE SYSTEM* LOCAL BOARD NO. 7 OF YONKERS, N.Y., the Supreme Court carefully qualified the right of registrants to bring civil suits against the Selective Service System.

The plaintiff in this case, Dr. Oliver T. Fein, is a New York conscientious objector claimant, who, in February 1969, filed a preinduction suit in the U. S. District Court for the Southern District of New York, challenging, on due process grounds, the constitutionality of his appeal procedures and seeking declaratory and injunctive relief that would prevent his induction.

Fein's action was the result of his local board CO classification being appealed by the State Director. The state appeal board—and later the national board—unanimously classified Fein 1-A and rejected his CO claim without giving any reasons.

The Supreme Court, in ruling against Fein, conceded that while System procedures may not have been correctly applied in the case, it was nevertheless distinguished from the *Ostereich* and *Breen* cases in that those latter ones involved administrative actions which de-

prived registrants of classifications or deferments for reasons unrelated to the merits of their claim to exemption or deferment. In contrast, the Court ruled, Dr. Fein's classification action was a product of the "process and system of classification"; therefore, the provisions of 10(b)(3) of the Military Selective Act (which purports to bar all civil suits against the System) controlled the disposition of Fein's suit.

The high court pointed out, however, that its decision did not assure Dr. Fein's induction since decisions of the lower courts have held that in a criminal case (as opposed to a civil suit against the System) a registrant is entitled to reasons for the denial of a classification where he has made out a prima facie case for such a classification. The court further pointed out that the new regulations, though not retroactive in application, also entitle a registrant to reasons for the denial of requested classification.

Justice Douglas and two other members of the high court dissented, stating their opinion that a pre-induction review by the court should be permitted here under the *Ostereich* doctrine.

FROM THE DIRECTOR

The Second Half of the Game

In regards to the future of the Selective Service System and the resolution of its remaining problems, I feel the closing remarks of Deputy Director Byron Pepitone at our recent National State Directors Conference bear repeating.

Mr. Pepitone opened his address by citing the System "game plan," as envisioned by Senator Lloyd Bentsen during the Senate Armed Services Subcommittee hearings March 10. Ideally, we are supposed to:

"... manage efficiently, in a fair and equitable fashion for all who are affected, what was formerly a very decentralized system and to make all parts of it pull together to implement the new procedures prescribed by the 1971 amendments to the law."

Mr. Pepitone continued his remarks by stating the following broad aims and reasonable goals:

FIRST: All registrants must be accorded uniform treatment under the law and they should receive free counseling and advice concerning their rights and privileges from concerned and informed System employees, with a minimum of inconvenience and delay.

To accomplish this goal, we must, specifically: (1) Guarantee all the new procedural rights written into Section 22 of the law; (2) Provide sufficient local and appeal boards and advisors to registrants in a proper racial/ethnic balance to guarantee fair, expeditious, and competent action; (3) Train both our compensated and uncompensated personnel and keep them informed so that registrants may receive the most current and precise interpretation of System directives attainable anywhere; and (4) Keep fully informed of all the actions being taken throughout the System. This single requirement could suggest many goals in terms of inspection schedules and supervisory travel requirements, but to do so nationally holds little chance for success; the bigger, more reasonable goal is for each state director to assure for himself, and thereby make possible for the Director to assure the nation, that the Uniform National Call is working and that all available registrants with identical RSN's are called during the specified periods of time, after having been properly and expeditiously classified, counseled when required, and provided the full procedural rights authorized by

Congress.

SECOND: With inductions scheduled to end by the end of June 1973, adequate plans must be made for a standby system with the ability to "come alive" rapidly and effectively in a national emergency. Implementing this several faceted requirement necessitates that we: (1) Recognize that between now and the onset of the Volunteer Army our principal mission is still the induction of personnel; (2) Plan to satisfy the requirements of Section 10(h) of the law, which dictates that we maintain an organizational structure, after active inductions have ceased, which can continue to register, classify and examine registrants; and (3) Plan to provide a compensated and uncompensated staff sufficiently motivated to remain with a standby system, and to remain sufficiently trained to form the nucleus of an expanded System in times of national emergency.

THIRD: An organizational and management base must be provided with which we can simultaneously continue inductions, perfect new procedures, plan for standby, and move into standby with a philosophy

geared to rapid and efficient exit and recovery when called.

Contributing to the realization of these System goals will be: (1) modern data processing and accounting system which should guarantee accurate and uniform processing, and free state directors to perform their most critical function of supervising the operations of the System; and (2) a personnel system reflecting up-to-date mobility, wherein Selective Service employees can anticipate a career with reasonable progression and rewards.

FOURTH: Last but certainly not least is the need to weld the fifty-six headquarters and national staffs together in the spirit of a national agency with a common aim.

While the goals Mr. Pepitone describes in his speech are certainly ambitious, I nevertheless have complete faith that the diligent dedication of Selective Service members will enable our System to achieve these objectives in the near future.

Curtis W. Tar

Legislative Liaison: System Pipeline to Capitol Hill

"The Director's eyes and ears on Capitol Hill" is one colorful description given to National Headquarters' Legislation and Liaison Office, the six-member "special staff function" whose goal is to assist the Director and Congress "in the firmness and confidence with which they deal with each other."

"Our function," according to Mr. Samuel Shaw, Legislative Liaison Officer, "is to be sure the requirements, problems and accomplishments of the System are understood by Congress in as accurate a manner as possible. For instance, whenever a bill concerning Selective Service is before Congress, we make sure committee chairmen and members are provided with all the information needed to accurately and properly understand what we are asking for and why."

Of necessity, this important job involves extensive personal contact with Congressmen. However, as Mr. Shaw points out, Legislative Liaison is not involved in what is popularly known as "lobbying," or, as he puts it, "Beating the bushes up on the hill to attain unilateral objectives." Legislative Liaison staffers may take the initiative, however, in providing information—especially in their dealings with com-

mittee chairmen and members, without whose help bills would never see the light of the Senate and House floor.

Mr. Shaw and his staff provide Congress with comment on all System-related bills originating on Capitol Hill, after first clearing the opinion with the Office of Management and Budget, which coordinates the views of the Executive Branch of government as a whole. If the bill originates with the Administration, Legislative Liaison coordinates System opinion by drawing from the expertise of all National Headquarters branches; after coordination in the Executive Branch, the Director then presents the resulting synthesis of ideas in his Congressional testimony.

In this session of Congress, for example, Legislative Liaison has been requested to comment on more than 40 House and Senate bills and joint resolutions, on subjects ranging from Amnesty to Free Access to Government Information; in addition, the staff group prepares regular reports for a half-dozen committees.

The Legislative Liaison mission also includes publishing, every six months, a Semi-Annual Report of the Director of Selective Service, a booklet containing both a report required by statute and a Director's

narrative on progress within the System.

Mr. Shaw's staffers also participate in a Legislative Tracking System, whereby they keep the Office of Management and Budget informed on the progress of any System-related bill currently under consideration by Congress.

And that isn't all. Much of Legislative Liaison's day-to-day activities are taken up in answering letters and phone calls—especially Congressmen's queries pertaining to their state and districts and draft problems of their constituents therein. Mr. Edwin Cash, Deputy Legislation and Liaison Officer, tells us:

"Any day any Congressman is likely to call and ask us for anything. We've handled as many as 100 Congressional queries in a single day. Now most Hill offices aren't trying to shove us around—they just want to help their constituents. They want us to look into any particular problem situation and give them it's current status, and our job is to make sure these inquiries are taken care of."

Ably assisting Mr. Shaw and Mr. Cash in this plethora of informational endeavors are the rest of the Legislation and Liaison Staff; Mr. Francis S. Drath, Editorial Writer; Mrs. Kay B. Barker, Congressional

Liaison; Mrs. Betty M. Galub, Secretary to Legislation and Liaison Officer; and Mrs. Virginia B. Secretary to Deputy Legislation and Liaison Officer.

System members can rest that Mr. Shaw and Mr. Cash to their jobs as "insiders" edge of goings-on in the political arena. Mr. Shaw served for years on the Professional Staff Preparedness Subcommittee of the Senate Armed Services Committee; in addition, this retired Corps Brigadier General had close contact with Congress as Director of Policy Analysis and Deputy Chief of Staff Research and Development for the Marine Corps Headquarters in Quantico. Mr. Cash, previously Comptroller, is a lawyer who has one session in the House and sessions as State Senator in Arkansas General Assembly.

All these dedicated people form a coordinating and transmitting function for Selective Service that all communication flows from National Headquarters. Congress is channeled to Legislative Liaison to make the left hand knows what the right is doing, and to insure that the message is presented in a way most understandable to implementing Congressional understanding.

Ernie Fears Excels as Black State Director

cribing the visit of Virginia Governor Ernest Fears—a black—to a Lynchburg, Virginia high school assembly, a student editorial penned this moving tribute: "That Ernest Fears did was accept the challenge of an audience of bored students. He knew he wanted to say, he said it. It was important to all, Mr. Fears. He put his own fierce conviction and solid faith in God. His words were what he was saying exuded every word."

Everyone in the audience listened; no one dared not to listen. Here was a powerful man with a powerful voice talking intimately to each of us as individuals. Quiet and calm—a miracle in itself—while he talked with opportunities to listen, to digest and to enjoy."

Secrets employed by Ernest Fears are simple. He is interested in youth. He loves youth. He puts his faith to work and stands up for his beliefs."

He had the privilege of hearing a man open himself up for his dreams, his experiences, his hardships, his successes. He used our language and came exactly to talk to us; we responded with genuine appreciation and interest."

Donald Fears Jr., 39, became the first black Selective Service director nominated by a

Governor in our nation's history in December, 1970. Fears' appointment could be seen as something of a paradox, however, because he admittedly dislikes the draft system; conversely, he heartily approves of the volunteer army concept. But until that idea becomes a reality Mr. Fears will continue to work diligently to insure fairness and efficiency in his local boards.

And these aren't just empty words: Mr. Fears—a former Florida A&M basketball star and coach at Norfolk State College—has been energetically traversing the Old Dominion state, visiting all but two of his 129 local boards, in an attempt to expedite System effectiveness and change what he calls "the mystique of the Selective Service System."

In his statewide travels, this towering (6'4") but amiable man has been pushing for greater board representation for women, youth and minority peoples. In presenting him with the National Equal Employment Opportunity Award at the recent State Directors Conference in Washington, Dr. Curtis Tarr noted that in Mr. Fears' first 15 months as director minority representation on Virginia's local draft boards has doubled, to 120 of a total 537 members.

Has Mr. Fears felt the rough edge of racial friction in his sojourns

across this ex-Confederate state on whose ground much of the Civil War was fought? Indeed! But as he comments stoically on these occasional incidents:

"Something I've learned in this job: Not all white men who say 'nigra' are bigots and not all black men who say 'brother' are brothers. I don't care if people say 'nigra'—some just can't say 'knee-grow'—as long as they put us on these boards."

Fears, who has said that he wants to run a draft system that both black and white young men think is fair, is particularly concerned with what he considers "weaknesses" in the way registrants are classified, or fail to get classified, as conscientious objectors.

The Virginia State Director feels that the more articulate person is better equipped to argue his CO case than the less articulate who predominate among the poor whites and poor blacks. To help combat this inequity, Mr. Fears stresses the need for a "broad structure that relates to the community, so that the applicant can relate to someone on the board," be he poor, middle-class, wealthy, black, or white.

Whatever criticism he has of basic System weaknesses, Mr. Fears goes out of his way to avoid criticism of local board members per se:

"They are good people (in) a thankless, complicated job." Or as



Virginia State Director Ernest Fears, left, gets an Equal Employment Opportunity award from Dr. Curtis Tarr at the recent State Directors Conference in Washington.

he explained to the Washington Post last September 23:

"If a draft board does the right thing with a registrant and he goes, he certainly doesn't like it. If they do the wrong thing with him and he goes, you know he's got to be a bitter man."

"Nobody ever is going to thank us for drafting him, so I try to let our people know that I, at least, appreciate the good work they do."

The student reporter quoted at the beginning of this article was understating the case when he (or she) said Emie Fears was interested in youth—in truth, he could hardly get along without them. Emie, who has two boys himself (10 and 13), was quoted by the Post as saying:

CONTINUED ON PAGE 4

Majority of Americans Oppose Conditional Amnesty, Gallup Poll Shows

the furor over amnesty rages among politicians and newspaper editors—due in part to the intrusion of Senator Robert Taft's (R-Ohio) bill conditionally pardoning all draft resisters—SPEECH magazine gauged in-the-street opinion by commissioning the Gallup Organization to measure American public attitudes toward amnesty for arm draft evaders.

Surveying a national sample of adults 18 years and older, the poll people first asked them: "Do you favor or oppose amnesty for Americans who have left the country to avoid the draft and for those who have gone to jail rather than be drafted?" Their answers:

Oppose	58%
Favor	28%
Don't Know	14%

However, when the 72% who favored or didn't know about

Majority of Americans Favor Year of Service

Despite widespread disenchantment with the Vietnam war, 68% of Americans still favor one year of service for young men in either the military forces or in non-military work, a recent Gallup Poll revealed.

Surveying a national sample of 1,503 adults—18 and older—in 300 localities nationwide during the period December 10 to 13, 1971, the Gallup people posed this question:

"Would you favor or oppose requiring all young men to give a year of service to the nation—either in the military forces, or in non-military work here or abroad, such as VISTA or the Peace Corps?"

Here are the national results:

Favor	68%
Oppose	25%
No Opinion	7%

According to Gallup, for the last three decades a substantial majority of Americans have favored a period of required national service.

A special survey of 1,523 young people 16–29 years, conducted in

Dentist Gets Prison Sentence for Aiding Draft Resisters

A Woodland Hills, California dentist, Dr. Bernard Bender, 52, was sentenced February 28 to 15 years in prison and fined \$30,000 for fitting young men with unnecessary braces so they could escape the draft.

Federal Judge Andrew Hauk said Dr. Bender's crime "smacks of treason," and added that the dentist misused his professional abilities to commit "sham, fraud, and deceit." In imposing this maximum sentence, Judge Hauk hinted he might reduce it after a psychiatric study of Bender's motives.

In the Los Angeles proceedings, Assistant U.S. Attorney David Fox demanded a substantial jail term, saying that the doctor had helped 80 men evade the draft.

Bender's attorney, Lawrence Steinberg, said he would appeal and requested that appeal bond be set, but this was opposed by Fox, who noted that the dentist had fled the country on a yacht when he was wanted as a grand jury witness in the draft evasion investigation.

Expressing concern that Bender might flee again, Hauk revoked his \$25,000 bail and gave both sides seven weeks to file written arguments on whether appeal bond should be set.

The Woodland Hills dentist was convicted January 25, 1972 on three counts charging that he aided a draft registrant by falsely prescribing orthodontic treatment that would make the young man ineligible for induction. Before his trial, which began October 5, 1971, the U.S. Attorney's office indictment charged that Bender fitted draft registrants with orthodontic braces and supplied them with a letter stating they were undergoing treatment; he then removed the devices the day after the registrant was found unacceptable by AFES. Allegedly, he charged \$150 for this service.

Ten young men who Bender helped in this manner—including his 22-year-old son Lawrence—were also indicted. At the time of the dentist's conviction, five of these registrants had been found guilty, one had pleaded guilty, two (including Lawrence) had won dismissals, one had a deadlocked jury, and one remained to be tried.

During the trial, Bender stated publicly he had helped draft resisters because he was opposed to the Vietnam war; however, in denying his criminal charges, he testified that the dental braces he prescribed were really needed.

System's First Nun Named to New York Board

Local Board No. 71 Belmont, New York has scored a real System "first" with the addition of its newest member—a Roman Catholic nun.

Sister Patricia Gilbert, 30, appointed to the Belmont Board January 19, is believed to be the



SISTER PATRICIA GILBERT, THE FIRST nun ever to serve on a draft board in the U.S., looks forward to working with conscientious objectors in her new job at Local Board No. 71 in Belmont, New York.

first nun ever to serve on a draft board in the United States, besides being the first woman ever named to Local 71. A member of the Sisters of Mercy since 1959, Sister Patricia is currently in her second year as principal of Immaculate Conception, a parochial elementary school in nearby Wellsville, New York.

Describing the sister as a "dynamic young woman," Board Vice-Chairman Carlton Coats said he recommended her for appointment because of her many contributions to education and to the community, and because of the particular interest she has shown in the plight of conscientious objectors.

COs, according to Sister Patricia, are "people who really need people to be interested in them. There are so many who are sincere in this conviction." She feels conscientious objection to certain aspects of military service is "a growing phase."

A native of Niagara Falls, New York, Sister Patricia taught in Buffalo and Albion, New York schools after graduating from Medaille College in Buffalo. She is currently working on her M.A. degree at Niagara University.

CHANGES

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thereof in excess of one quarter hour.

2. Complaints concerning System employees' abuse of confidential information, failure to respond to inquiries, or denial of information may be taken to the state director in the case of state headquarters or local board employees and to the National Director in the case of National Headquarters employees. If the complainant is still not satisfied he may petition General Counsel at National Headquarters, whose decision is final.

3. A request for information at a Selective Service office may be taken care of entirely at the local board level without having to work through the state director; this latter procedure of petitioning the state director is presently outlined in Local Board Memorandum No. 97 (issued April 4, 1969).

4. Any person properly authorized to examine records or information may copy it by hand, photograph it, or use portable copying equipment so long as the use of this equipment doesn't disrupt normal operations of the SSS office.

All of the proposed amendments were prepublished in accordance with the 1971 amendment to the draft law which requires that all changes in Selective Service regulations be proposed to the public by printing them in the *Federal Register* at least 30 days in advance of the date they are to take effect.

DIRECTORS

CONTINUED FROM PAGE 1

indefinite nature of his own future career.

The state directors were given a tour of the Computer Service Center that afternoon by Major Ronald Schmiedekamp so they could see the computer and machinery set-up that handles the new Registrant Information Bank system.

On the 16th and 17th the directors also met with the various office and division heads at National, each manager giving a short presentation to the group and afterwards answering questions. At the end of the conference each state director was presented with a binder containing verbatim all the speeches and statements made by the various division managers. Also included in this package were transcripts of the Kennedy Sub-committee hearings on Draft Procedures and Administrative Possibilities for Amnesty.

The Conference encompassed an awards luncheon honoring the Local Board Managers of the Year. Dr. Tarr presented awards to Mr. Eli P. Plaskow of Pennsylvania, Mrs. Mary Murphy of Maryland, and Miss Alice A. Thomas of Kentucky. The Equal Employment Opportunity Award was given to Colonel Melvin N. Glantz, Texas State Director, and Mr. Ernest Fears, Virginia State Director.

The climax of the conference was a black tie dinner and dance for the state directors and National Headquarters staff members and their wives on the evening of March 17.

Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1968.

This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System, as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act or any other acts of Congress.

Communications should be addressed to: Office of Public Information, National Headquarters, Selective Service System, 1724 F Street, N.W., Washington, D.C. 20435. For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402—price, 10 cents (single copy). Subscription Price \$1.00 per year, 25 cents for foreign mailing.

Computer Service Center in Full Swing!

The afternoon of March 16 was an exciting one for the Computer Service Center! The State Directors and two lovely ladies accompanying them were taken on a tour of the Center during their annual conference in Washington, D.C., and were given a briefing on and demonstration of the computer equipment. All concerned felt that it was a most rewarding afternoon for the personnel of the Center as well as for the visitors.

In other computer developments, something new has been added to

the TC500 memory—it has increased from 128 to 320 and is now referred to as "TV." This increased memory will be the Service Centers to processing accounting and payroll transactions before being transmitted to the Computer Center. This will result in greater accuracy and faster production of reports. As of this writing, testing of the program to handle the data communication lines is in full swing, and Computer Center personnel are certain transmission of accounting payroll data beginning on schedule.



Pictured here is the type of TC525 (formerly TC500) Terminal now in operation at Regional Service Centers. Do not pay attention to the girl—she is not a computer.

MAJORITY OPPOSE

CONTINUED FROM PAGE 3

general amnesty were asked their opinions concerning granting of amnesty on condition that the pardoned men serve time in national service work (Peace Corps, hospitals, etc.), 43% of the respondents favored this proposition, 22% opposed it, and 7% didn't know.

Deserters came off worse than draft resisters in the poll. When asked "Do you favor or oppose amnesty for Americans who have deserted from the armed forces because they oppose the war in Vietnam?" the sample replied thusly:

Oppose	63%
Favor	23%
Don't Know	14%

Interviewees were also asked when they thought amnesty should be put into effect—immediately, or when no more American troops are being sent to Vietnam, or when the draft is over, or some other time. The results (among the 71% who favored amnesty, conditional or unconditional):

Immediately	37%
No Troops in Vietnam	13%
After draft	10%
Other	5%
Don't Know	6%

Strong citizen support for Lt. William Calley was shown in answer to the question "Do you

favor or oppose amnesty for Lieutenant William Calley or any other Americans who have been convicted of war crimes in Vietnam?" 49% favored it, 24% opposed it, and 27% didn't know.

So far in this report, the results have been drawn from the population sample as a whole, broken down demographically, with respect to sex, age, and veteran status, the findings are pretty much what one would expect. Amnesty was favored more by women than by men (30 to 26% more by non-vets than by veterans (34 to 27%), and more by the young—18-39 years—than by the old (32 to 25%).

But there is a surprise finding in the youth sample: Although young people favored amnesty for draft resisters more than their elders did they were also more favorable than the older group towards amnesty for Lt. Calley and other Americans convicted of war crimes (53 to 46%).

ERNE FEARNS

CONTINUED FROM PAGE 3.

"... I can't be happy unless you I do involves young people. There's something sharp and straight about young people that makes me want to be around them." His extracurricular youth activities now revolve mainly around the Fellowship of Christian Athletes.

Regarding this group, Mr. Fearn remembers the time he attended Fellowship function where every body was "bad-mouthing" a famous athlete for his drinking and girl chasing. In a remark perhaps typifying the man, the Virginia Director told them:

"His women and his drinking are his business... He never fails to give 100 per cent of his team, and he cares about them, and he never lets them down. That makes him a fine man as far as I'm concerned."

MAJORITY FAVOR

CONTINUED FROM PAGE 3

mid-1971, shows 58% of American youth favorable to a proposal requiring males 18-years-old, or who have finished high school, to spend one year in some form of service to their country. Even among those most immediately affected by this plan—the 16-19 age group—a majority of 56% expressed approval.



Selective Service NEWS

PEPITONE SERVES AS ACTING DIRECTOR

ACTIVE May 1, former Selective Service Deputy Director Byron Pepitone assumed the office of Acting Director of the System, replacing former Director Curtis W. Tarr, who resigned to fill the newly created post of Under Secretary of Defense for Coordinating Security Assistance Programs. Mr. Pepitone, 54, joined the System as Deputy Director in April

1970, and has played a major role in implementing the numerous changes that have taken place in draft policy since 1969. His leadership of the System's management advisory group fused divergent policy views into a coherent national policy of induction, placing primary emphasis on equity to the draft registrant.

A retired Air Force Colonel, Mr. Pepitone served with the Eighth Air Force in Europe during World War II and with the Air University, SHAPE, Headquarters U. S. Air Force, and the Air Force Communi-

cations Service.

Prior to his retirement September 7, 1970, Mr. Pepitone served as military executive assistant to Dr. Curtis W. Tarr, who was then Assistant Secretary of the Air Force for Manpower and Reserve Affairs.

He is a graduate of the Army Command and General Staff College, the Air Command and Staff College, Air University and NATO Defense College, and he numbers among his awards the Distinguished Service Medal, the Legion of Merit with two oak leaf clusters,

CONTINUED ON PAGE 4



System Announces New Call: 1-35

Eligible men with lottery numbers 1-35 who have not already been issued induction orders in April or May will be issued orders with June reporting dates, the System announced May 9. In March it had been announced that 1972 prime induction candidates with lottery numbers 1 through 15 would be issued orders in April-May reporting dates that the lottery number would be raised in early May to provide adequate men for June inductions. This new instruction primarily affects members of the 1972 First Priority Selection Group, although a small number of older men—who have recently lost deferments or whose initial postponements of induction expire in June will also be issued orders for inductions.

Instructions were also given for registrants in the 1972 First Priority Selection Group with RSN 75 below to be ordered for Armed Forces Examination as soon as possible.

This call completes System action on the April-May-June draft for 15,000 men announced in March by the Defense Department. An estimated 6,000 men will be inducted by the end of May, with the remaining expected to be inducted by the Army in June.

Local boards may not issue induction orders after May 31, due to recent revised regulation that registrants must receive at least

CONTINUED ON PAGE 4.

WASHINGTON COURT BACKS 1-O'S IN GARDINER CASE

A FEDERAL District Judge ruled in favor of the plaintiffs in a recent civil action in the United States District Court for the District of Columbia in which the plaintiffs classified as conscientious objectors complained that they were ordered to perform compulsory service at a time when all registrants classified 1-A and 1-A-O were not being ordered to report for induction and were in fact being placed in a selection group making it virtually certain that they would not be ordered for induction.

In this 1-O processing case, **STEPHEN H. GARDINER v. CURTIS W. TARR**, the plaintiffs are a group of 1-O registrants who were either members of the 1971 ex-

CONTINUED ON PAGE 4

New Draft Brochures Ready for Distribution

SEVEN NEW informative brochures informing young men of their draft rights and responsibilities have been rewritten and expanded to include all changes in the 1971 amendments to the Military Selective Service Act and all implementing regulations.

Five of these brochures, "Perspective on the Draft," "Lottery and Class 1-H," "The Draft—Past, Present, Future," "Hardship Deferment," and "Conscientious Objectors," were due for shipment to State Headquarters—and subsequent distribution to local boards—as soon as possible after May 21. Copies of each brochure will be mailed separately to all uncompensated personnel.

Two other new brochures, "Al-

CONTINUED ON PAGE 4

Changes in Public Information Regs Published

AMENDMENTS to Selective Service Regulations concerning Public Information became effective May 6, and were published May 5 in the **FEDERAL REGISTER**, a daily government publication listing changes in federal agency rules and regulations.

Part 1608—Public Information (formerly entitled "Payment for Personal Services") consists of a revised text of that formerly appearing in the sections of Part 1606 now revoked, which were: 1606.31, 1606.32, 1606.34, 1606.35, 1606.37-1606.42, 1606.55-1606.63.

In simple language, here are some highlights of the new public information amendments:

- 1 The requester shall pay only 25 cents per page, rather than the present \$1.00 per page, for processed copies of File Folders (SSS Form 101) or other identifiable records or documents prepared on SSS equipment. In addition, if records are copied by a private firm, the requester must pay for the expense of copying; he must also pay for the System employee's time spent to witness the reproduction—at a rate of \$1.00 per quarter-hour after the first quarter-hour. The old reg states that the requester must pay \$5.00 per hour or fraction thereof in excess of one quarter hour.
- 2 Complaints concerning System employees' abuse of confidential information, failure to respond to inquiries, or denial of information

CONTINUED ON PAGE 4



Dr. Curtis Tarr had an appreciative smile for everyone at the farewell reception given him by National Headquarters staff at the Federal Deposit Insurance Corporation in Washington.

CATCHING UP WITH CHANGE

As I take over the responsibilities of serving as Acting Director, I would like to convey to our Selective Service family some of my thoughts concerning the future shape and direction of the System.

But before going on, I would like to join all System employees in bidding goodbye and extending best wishes to Dr. Curtis W. Tarr, who left us May first to assume the position of Undersecretary of State for Coordinating Security Assistance Programs. Surely all of us agree that Dr. Tarr inherited a most difficult job when he assumed the position of Director of Selective Service, and that he deserves our deepest appreciation for the sincerity and conscientious conviction with which he carried out his responsibilities.

Underlying the sweeping changes initiated by the

President and put into effect by Dr. Tarr was the concept that Selective Service would function most effectively as a national agency with common and uniform goals and equality of treatment accorded to all registrants.

I, too, share the belief that the System needs this spirit of unification to bind together National Headquarters, the 56 State Headquarters, and all local boards, and I want to assure each of you that I propose to continue the progressive concepts already set in motion.

With most major regulation changes having been instituted already, I intend to insure that the new policies and procedures are refined in a manner consistent with preserving System morale and efficiency; in a way, you might say we will now concentrate on allowing System employees at all levels to "catch up with change."

As you probably know, the current draft authority is scheduled to expire on June 30,

1973. The question of whether the Administration will request, or Congress will vote, to continue induction authority past this point is uncertain, although Administration and Congressional leaders have consistently said they hope to end reliance on the draft by that date.

If the induction authority is not extended, we will be required by law to operate the System in a standby status. And we must remember that a standby system will require a highly efficient organizational structure that can cope with any emergency needs for manpower. The effect on personnel and budget levels of establishing a standby system also is uncertain, although some cuts should be expected. In any case, I do not expect that these reductions will be considered by Congress in the immediate future, nor that major reductions would be necessary until sometime in 1974.

Until July 1973, our principal



mission will be to provide men for the Armed Forces, and I wish to assure each of you that National Headquarters will support System members in the task to the best of its ability.

In turn, I ask all Selective Service System employees to work together for our common goals as we strive for the most fair and efficient draft system this country has ever known.

Byron V. Pepitone

PR-Oriented State Director Psyches Out Registrants

REVEALED below are excerpts from a memorandum to all Pennsylvania compensated employees by State Director Robert Ford. Subject? Good public relations between the registrant and his local board:

"This registrant of ours, who is so frequently and so easily taken for granted, is an extremely complex person. Numerous influences play on him, and many of these influences conflict with one another. For satisfactory relations with a registrant, you will benefit from remembering these significant facts:

"1. HE IS SELF-CENTERED. Most human beings are a walking mass of problems. He has problems that are domestic, political, financial, religious, and medical. He craves to feel important, and he yearns to feel secure. His wants are generally greater than his capabilities. Often he does not know what he needs, and sometimes he does not even know what he really wants. Seldom does he know the best answer to his problems.

"People are, in great measure, selfish. What they do is, to a considerable extent, what they believe will be in their own best interests. The decisions they make and the actions they take are largely those promising personal benefit or advantage. The goal of each person

is the greatest amount of personal satisfaction he can obtain, even though he may not be conscious of that fact.

"2. HE IS CONFUSED. The registrant's life is a complicated life. He, himself, is many individuals—employee, taxpayer, consumer and, sometimes, parent. He is a member of various groups—family, church, social and the "Y". He gets advice from different sources and numerous people, therefore, who influence him along with you. His friends, neighbors, union and church all "get in their ticks".

"3. HE HAS FEARS. The registrant is a little afraid of government employees because they have a powerful voice in determining his future. He greatly prefers to think of himself as wanting to do what is right. He greatly prefers to think of what he does as voluntary cooperation. He resents thinking he is being made to do something.

I know there are times when it is tough to swallow some of the problems that confront you almost daily, but, it is expected from us as public servants to follow the Ten Commandments of Good Public Relations with our Registrants. (See below.)

Working satisfactorily with people is not part of our job—it is the entire job! □

THE TEN COMMANDMENTS OF PUBLIC RELATIONS

1. THE REGISTRANT IS THE MOST IMPORTANT PERSON IN OUR WORK =
2. THE REGISTRANT IS NOT AN INTERRUPTION OF OUR WORK = HE IS THE PURPOSE OF IT =
3. THE REGISTRANT DOES US A FAVOR WHEN HE COMES TO US = WE ARE NOT DOING HIM A FAVOR BY SERVING HIM =
4. THE REGISTRANT IS A PART OF OUR WORK = NOT AN OUTSIDER =
5. THE REGISTRANT IS NOT A COLD STATISTIC = HE IS A FRESH AND BLOOD HUMAN BEING WITH FEELINGS AND EMOTIONS LIKE OUR OWN =
6. THE REGISTRANT IS NOT SOMEBODY TO ARGUE OR MATCH WITS WITH =
7. THE REGISTRANT IS A PERSON WHO BRINGS US HIS PROBLEMS = IT IS OUR JOB TO HELP HIM WITH THESE PROBLEMS =
8. THE REGISTRANT IS DESERVING OF THE MOST COURTEOUS AND ATTENTIVE TREATMENT WE CAN GIVE HIM =
9. THE REGISTRANT IS THE LIFE BLOOD OF THIS AND EVERY OTHER LOCAL BOARD =
10. LET'S PUT AND KEEP THE GOLDEN RULE IN ACTION =

System Kicks-Off Its Own Computerized Payroll Function

DAY, July 3, 1972, will be the time payroll checks for all compensated employees will be issued completely by the Selective Service System, using its own IBM's B3500 computer.

During the last three months, employees at each service center and National Headquarters have been trained in the new payroll system, with the payroll data base converted from the current Army system. Each service center now has the capabilities for keypunching and transmission of data for all payroll functions, plus being the focal point for questions on employee payroll records. The Army Payroll Office (ACCP), with the Computer Service Center in Washington, D. C., has been created for system-wide monitoring and control of the new computerized payroll system. The system will be headed by Mr. Stanley Benson.

With the adoption of the new payroll system, there will be no changes. The actual date of pay will remain the same for now as it possibly fall earlier in the future. A leave and earnings statement replacing the current payroll slips giving each employee the same information concerning balances and pay check de-

ductions, will be mailed to each employee at his home address every two weeks beginning in July.

Because of the new payroll system's higher degree of standardization, certain modifications to the current payroll files must be made. Individual employees affected will be receiving a letter on the following subjects:

- a. Standard amounts for additional federal tax withholdings.
- b. Standard amounts for additional state tax withholdings.
- c. Standard U. S. Savings Bond allotments.
- d. Standard union dues deductions.

In addition, the method of computing the amount withheld for state income taxes will be more accurate with the new payroll system. It is anticipated that there will be minor changes in the amounts withheld for state income taxes.

We ask for the patience and understanding of each employee as these changes are made. The result will be an improved, more accurate and more responsive payroll system. Our goal is a modern, up-to-date payroll system which will provide each employee with better services. □

Field Members Collaborate on New RPM

NEW Bible of Selective Service procedure, the Registrants' Operating Manual (RPM), is getting an energizing infusion of good ideas from field members and experience with National Headquarters. Approximately 16 System members—all but two with military backgrounds—are all over the country to make suggestions for improvement in the Manual, and in some cases to prepare the draft copy for the new RPM chapters.

The RPM "consultants" program, which began late January and ends June 9, has brought members from such diverse locations as South Carolina and Utah to work with Operations Division Headquarters for periods ranging from two to four weeks. When the program winds up, Operations will have brought in over 20 people to work with Manual development—these include their Area Supervisor, Chief of Local Board Operations Group Supervisor, and Executive.

The purpose of the RPM," explained Operations Division Manager Glenn Bowles, "is to put all

the information people in local boards should know into one place. We wanted field representation in the structure and details of the RPM so it will be understood by those who must use it at the local level."

Commenting on the high quality of those chosen to strengthen and help clarify the RPM, Mr. Bowles pointed out:

"The people brought in are selected through the State Directors. These consultants must not be afraid to speak up, they must use good grammar, and they must have extensive knowledge of the System."

Special sections of the new RPM, whether they be chapters or forms, are given in rough draft to every visiting System worker, who goes through them line by line, alone or in committee, voicing suggestions for improvement.

"Our hope," Mr. Bowles comments optimistically, "is that after the RPM has been completed and is in the field we'll have the copy—with all necessary changes and omissions—ready for the Oper-

CONTINUED ON PAGE 4

1-A CLASSIFICATION NO LONGER NECESSARY FOR ENLISTMENT

LOCAL BOARD members should no longer be hassled by requests from Army recruiters to reclassify registrants from deferred or holding classifications into Class 1-A for enlistment purposes.

The Army Recruiting Command has instructed their recruiters not to ask local boards for registrant reclassifications, and, additionally, to enlist these registrants in strict accordance with the provisions of AR 601-201 (Army Enlistment).

Recruiters have been informed that men in Class 1-H, as well as those in 3-A classifications with no more than one dependent, may be considered for enlistment without any reclassification into 1-A.

(Change 15 in AR 601-210, scheduled for implementation May 15, restricts enlistment to applicants with not more than one dependent, no matter what the registrant's draft classification.) □

Personnel-Fiscal Conference Benefits All Employees

ONCE AGAIN Selective Service has taken definite steps towards a nationally equitable system—only this time for the benefit of its own employees. The "steps" refer to the Personnel and Fiscal Conference held in Denver, Colorado April 9-21, with two representatives from each state territory attending.

The Personnel conferees were introduced to a new performance rating plan that will allow supervisors to be objective rather than subjective in employee judgments. This rating plan is part of the new Merit Promotion Program (designed to encompass managerial as well as clerical and support staff), which in turn is part of the personnel manual created with the aid of the Civil Service Commission to serve all System employees.

Fiscal conferees were trained in the new procedures necessary to implement payroll change-over from Treasury to Selective Service.

CONTINUED ON PAGE 4

System Intensifies Drive to Hire Veterans

PRESIDENT NIXON recently issued a memorandum to all Federal department and agency heads urging them to exercise their full authority in improving the veteran job outlook.

Acting Director Byron Pepitone has endorsed the concern expressed by President Nixon and has directed the organization of a nationwide program aimed at hiring veterans.

Manpower Administration Division, National Headquarters—

working closely with the Defense Department—will plug all System Service Centers and State Headquarters into Project Transition sites at armed forces installations throughout the country. (Project Transition is an in-service program that prepares separating servicemen for the civilian job market by providing employment contacts and/or training in civilian skills.) (Acting as a clearinghouse for all job openings within its region, the

CONTINUED ON PAGE 4



LIKE FATHER, LIKE DAUGHTER. Washington, D. C. Director John Martin, left, swears in Mrs. Valerie D. Perkins, center, as a member of D. C. Local Board No. 4 on March 22. She replaces none other than her own father, George Dixon, right, who has served more than 20 years as a member of Washington Local Board No. 14 and as Chairman of Local Board No. 4. Mrs. Perkins' husband is in the Marine Corps and has just departed for Okinawa.

Lt. Col. Cajetan Tocco, the Manager of Inspection Services Division at New Jersey State Headquarters, lectures on new registration procedures at a one-day training seminar for uncompensated personnel of Bergen and Essex counties, New Jersey. This informative meeting, held April 6 in West Orange, New Jersey's National Guard Armory, was the kickoff for a series of six seminars convened throughout the Garden State in April.



COURT BACKS 1-0's

CONTINUED FROM PAGE 1.

tended priority selection group or 1971 first priority selection group. However, none of these men had been issued Form 153 (Order to Report for Work) prior to November 9, 1971—the last date 1-A's received induction orders in 1971.

Selective Service takes the position that it can order these 1-0's to work because they were not in the extended priority group of 1972 (a group that escaped the draft since no calls were issued in their three months of eligibility—the first three months of 1972). The numbers of these 1-0's were reached the same time in 1971 as the numbers of their 1-A counterparts, the System argues. However, the delay in 1-0 processing was necessitated by the time lag between the initiation of their processing and their actual placement in suitable jobs.

U.S. District Judge Thomas A. Flannery disagreed with Selective Service's position and decided in favor of the plaintiffs. However,

NEW CALL: 1-35

CONTINUED FROM PAGE 1.

30 days notice before induction.

The April-May-June call covers the first series of inductions handled on a Uniform National Call System, in which all eligible registrants with the same lottery numbers are ordered to report in the same time period, regardless of their locations in the country. □

there has been a Notice of Appeal filed by the Department of Justice in this decision which applies only to those plaintiffs actually named in this lawsuit and does not bind Selective Service as regards other registrants.

As of the time of this writing several other court actions involving the same issues as *Gardiner v. Tarr* are in progress. In the meantime, Selective Service is continuing to process 1-0 registrants who are in the same category as the plaintiffs in *Gardiner v. Tarr* to alternate service. □

SYSTEM INTENSIFIES DRIVE

CONTINUED FROM PAGE 3.

Service Center will send job descriptions to the Transition offices nearest to where the employment vacancy occurs.)

In addition, letters have been sent out to all System contractors regarding their compliance with Executive Order 11598 in listing all company employment openings with Local Employment Services.

All System members are urged to cooperate in this crucial veteran job drive, because as President Nixon so aptly put it:

"... they have given a part of their lives in service to us, and the least we can do is give them every opportunity to find the place they deserve in our economic system. We have not only a moral obligation toward them, but also an economic need to realize the potential productivity they offer." □

PEPITONE SERVES

CONTINUED FROM PAGE 1.

the Army Commendation Medal with oak leaf cluster and the Air Force Commendation Medal.

A native of New Brunswick, New Jersey, Mr. Pepitone lives in Arlington, Virginia with his wife, the former Marolynn M. Mills of Perth Amboy, New Jersey. The Pepitones have two sons, Byron V., Jr., age 29, and James S., age 24. □

MEMBERS COLLABORATE

CONTINUED FROM PAGE 3.

ations conference in June, this meeting will enable us to update the Manual so we'll have a near perfect copy."

How do the participants feel about the efficacy of this program? Listen to a sample of two enthusiastic RPM "advisors."

"I think it's fantastic that they're giving us the opportunity to say what we think." —Mrs. Judy Dixon, Area Supervisor from Houston, Texas.

"I think it's just fabulous; being brought in here has been extremely helpful to me." —Mrs. Esther Hieny, Local Board Inspector in South Carolina. □

CHANGES PUBLISHED

CONTINUED FROM PAGE 1.

may be taken to the State Director in the case of State Headquarters or local board employees and to the National Director in the case of National Headquarters employees. If the complainant is still not satisfied he may petition General Counsel at National Headquarters, whose decision is final.

3 A request for information at a Selective Service office may be taken care of entirely at the local board level without having to work through the State Director; the old procedure of petitioning the State Director was outlined in Local Board Memorandum 97 (issued April 4, 1969).

4 Any person properly authorized to examine records or information may copy it by hand, photograph it, or use portable copying equipment so long as the use of this equipment doesn't disrupt normal operations of the SSS office, or require undue assistance.

All of the new amendments were prepublished in accordance with the 1971 amendment to the draft law which requires that all changes in Selective Service regulations be proposed to the public by printing them in the "Federal Register" at least 30 days in advance of the date they are to take effect. □

BROCHURES READY

CONTINUED FROM PAGE 1.

iens" and "The Doctors Draft" have been prepared. While "iens" should be ready for mid distribution, "Doctors Draft" being held back pending the come of policy changes in current consideration.

Spanish-language version of these brochures will be available and French translations will be produced if the demand justifies the production expense.

The Public Information Office also expects to send out a revised version of the Defense Department's "It's Your Choice" brochure by mid-Summer, the current version is not up to date and should be used only as a guide to the new brochure is received.

Implementing the promise of display of these brochures in the fiberglass plastic brochure play racks currently being shipped to state headquarters for distribution to local boards. These racks are designed for wall-hanging and have eight display slots.

Some other news in the public information field: "Curriculum Guide to the Draft," completely revised to reflect all recent policy and regulation changes, should be ready to go in late June. Outstanding requests for this booklet from school superintendents, principals and boards now number 40. Enough copies for distribution to all local boards will be automatically sent to state headquarters all uncompensated employees receive a copy through the mail.

CONFERENCE BENEFITS EMPLOYERS

CONTINUED FROM PAGE 3.

ice's own computers. They were also informed of the new Automated Accounting System, which will coincide with the pay change-over and facilitate proper cost accounting and control.

In addition, a revised Fiscal Manual was issued showing the codes used in conjunction with computer operation, as well as simplified accounting procedures for state and service center use.

Use of funds for printing of this publication provided by the Director of the Bureau of the Budget, August 7, 1968. This monthly bulletin is a medium of internal communication between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying enlarging provisions of the Military Selective Service Act or any other acts of Congress. Communications should be addressed to: Office of Public Information, National Headquarters, Selective Service System, 1724 F Street, N.W., Washington, D.C. 20435. For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402—price: cents (single copy). Subscription price: \$100 per year, 25 cents additional for foreign mailing.



Selective Service NEWS

DOCUMENTS

Acting Director Calls for "Spirit of Unification"

are excerpts from the speech given by Acting Director Byron Pepitone at the Selective Service National Operations Conference, Washington, D.C., June 15, 1972.

interval between the decay of the old and the formation of the new, constitutes a period of transition, which must always necessarily be one of uncertainty, confusion, error and wild and fierce fanaticism.

John C. Calhoun—1850

er mandate of President Nixon, Dr. Curran Tarr, the first new Director of Selective Service in thirty years, put into effect sweeping changes tailored to the concept that Selective Service would function most efficiently as a National agency with common and unified goals throughout the System, and—a goal of paramount importance—would most effectively achieve equality of treatment for all registrants. . . .

to, share this belief that the System needs the spirit of unification to bind together National Headquarters, the fifty-six State Headquarters, and all local boards. I assure each of you that I propose to continue the progress concept already set in motion.

With most major regulation changes already instituted, it will now be our task to insure that the new policies and procedures are reinforced in a manner consistent with preserving morale and efficiency. One might say we will now concentrate on allowing System employees at all levels to "catch up with the times." . . .

May of 1970, commencing with LBM

105, our effort has been to make Local Board Memoranda more comprehensive. Earlier directives for purposes of administering a national system had not been entirely satisfactory for two reasons. First, it was not possible to find the information necessary for a particular decision without prior knowledge of the LBM in question, and no comprehensive index was available. Second, Local Board Memoranda often were supplemented by specific state-issued instructions designed to deal with local problems or to establish guidelines where those from National Headquarters seemed insufficient or were advisory in nature. Both of these deficiencies contributed to uneven administration. . . .

We have taken steps to remedy the deficiencies of the LBM's, and this leads me to the most controversial, perhaps, but certainly the most important tool with which you will have to contend in the future: The Registrant Processing Manual. As you will know by now, this volume, available in State Headquarters and in all local boards, outlines all of the essential registrant-related policies and procedures of Selective Service. It provides guidance for local board actions. It becomes the basis for training of volunteers as well as the compensated employees of the Selective Service System. Every day more and more chapters are being issued. Soon the entire manual will be complete and in the hands of all compensated personnel and local board chairmen. From that time on there should be no reason for State Director guidances to be

issued, except under extraordinary circumstances. . . .

Also designed to enhance uniformity of action are the inspection and supervision elements which have been organized within the System and which are now in operation. It is the responsibility of the National Director to make certain that all states conform to National practices. More importantly, however, it is the individual responsibility of State Directors to assure that the boards in their states conform to National practices. It was for this reason early in 1971 that State Directors were provided with staffs of inspectors so that they, as managers, would be aware of the actions their local boards were taking and could take corrective steps to insure that those actions meet National standards. In order for these inspectors to be of maximum use to State Directors, they must completely understand the way in which the System is designed to operate, and they must be carefully and closely managed by the State Headquarters. . . .

At National Headquarters, we no longer have an inspection organization. Instead, we have management evaluation teams who, through sampling techniques, are informing me of indications of uniformity of practice on a state-by-state and board-by-board basis. It is evident from the material we see at this point in time that some local boards are handling their work with great skill while others lack understanding of their responsibilities. . . .

CONTINUED ON PAGE 3

August Inductions Announced: 1-75

Prime draft candidates with numbers one (1) through 75 will be called for induction during August, with induction orders beginning July 3.

August call, announced June 15, primarily affects members of the 1972 First Priority Selection group and a small number of men who have recently lost deferments or whose initial postments of induction expire during the month.

A draft of 8,900 men will bring the total call-up thus far in 1972 to 100,000. The Department of Defense announced that no more than 100,000 men will be inducted in 1972. (There were no calls in the quarter of 1972; the call for May, and June was 15,000; and for July was 7,200.)

Men attending summer school will receive induction orders when their inductions are postponed to the end of the summer session unless such sessions end before their induction date.

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LT. COL. PAUL RIZZO, HEADQUARTERS, U.S. ARMY RECRUITING COMMAND, briefs Operations Conference on the modernization procedures underway at Armed Forces Examining and Entrance Stations all across the country, as part of the Modern Volunteer Army program.

National Operations Conference in Washington

The new Selective Service "Bible," the Registrants Processing Manual (RPM), was the springboard for training and discussion as 144 nationwide Operations personnel came together for a Washington Conference June 11-17. The theme was "Happiness is Uniformity."

The conferees at this second National Operations Conference in-

cluded Deputy State Directors, Managers of Operations, Chiefs of Local Board Operations, Classification Personnel Inspectors, Training Specialists, Regional Attorneys, and the Management Evaluation Team.

Each conferee received a set of the completed chapters and ap-

CONTINUED ON PAGE 4

New Reg Permits Reserve, Guard Enlistments After Induction Notice

Registrants scheduled for induction after July 1, 1972, may now enlist or be appointed in the National Guard and Reserves after receipt of their induction orders, under new System policy. This new regulation change, which does not affect those with June reporting dates, also allows men to join regular branches of the Armed Forces for a minimum of two years active duty—if such programs are offered—after receiving their induction orders.

The new policy requires that men complete their enlistment or appointment processing in the Guard, Reserves, or regular forces at least 10 days prior to their induction; if they cannot complete their enlistments or appointments at least 10 days prior to the scheduled induction date, they must report for induction as scheduled.

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FROM THE ACTING DIRECTOR Reserves and National Guard: New Alternatives for Registrants

I would like to call your particular attention to the new regulation 1632.12 (effective July 1, 1972), which allows an enlistment or an appointment in the National Guard, Reserves and Regular forces up to 10 days before a registrant's actual induction date.

Under our old policy, a young man could not enlist in or be appointed in the Guard and Reserves after the receipt of his induction order; however, he could enter the Regular forces right up to his induction date if his term of service was three years or more.

While this new directive may be confusing at first and not universally known to registrants, I believe that it should work to the best interests of young men, providing them with increased freedom of choice in fulfilling their military obligation. Because of this, I believe that all of us should do everything possible to ensure that registrants facing induction understand the new options that are open to them.

The effect of this policy on the morale and numerical strength of our Reserve and National Guard units is difficult to predict at this time. As you may know, dwindling draft calls have resulted in declining Reserve and National Guard manpower strengths since the draft, especially in the Vietnam era, has been a prime motivating factor in Reserve and Guard enlistments. Current Reserve and National Guard manpower is more than 40,000 men below the 972,674 minimum strength ordered by Congress.

To reverse this deteriorating situation, Defense Secretary Melvin Laird hinted in February that a special draft might have to be authorized to provide Reserve manpower needs. Serious consideration of this extraordinary action may be eradicated by our new policy which will act as an inducement to those young men who would prefer to serve their country in the Guard or Reserves rather than accept a two-year active

duty obligation. Under current policy, men who enter in the Guard or Reserves must serve on active duty for training for six months and then attend regular training sessions for the remainder of their six-year obligation.

Enlistments or appointments in the Guard or Reserve will of course raise the year-end high lottery number because we will have to replace potential inductees who decide to enlist. However, I do not expect that there will be a significant raising of the lottery number ceiling.

In order to ensure that the National Guard and Reserve understand the new policy and to identify any administrative problems between the Guard, Reserves, and Selective Service, I will personally coordinate with Guard and Reserve agencies during the late summer and fall months. Furthermore, I intend to conduct an end-of-the-year study, which I will share with you, of the effect of this new policy.



While recognizing the temporary difficulties this new policy may entail, I ask the cooperation of members of our System family. We implement the new regulation in as efficient a manner as possible and to accept it as another step towards the genuine reform we all seeking.

Byron V. Pepin

No Doctors Drafted for Rest of 1972

The Doctor's Draft may already be history, the Pentagon said May 26.

Dr. Richard S. Wilbur, Assistant Defense Secretary for Health, said the Defense Department would not draft any more doctors for the rest of this year, but might draft some men in the last few months before the draft law expires (June 30, 1973) if it appears that there might be a shortage of military doctors the month following the end of the draft law. (1,600 doctors have been called since last July.)

There are presently about 14,000 physicians, dentists, veterinarians and optometrists in the services. Dr. Wilbur is trying to consolidate hospitals and clinics so that fewer doctors can serve more patients and salaries can be raised high enough to attract and keep medical volunteers. He also hopes to recruit enough clerical help to free doctors from non-medical activities.

There are too many doctors in the military, Wilbur feels, pointing out that each military doctor serves 200 active duty servicemen, whereas the average civilian doctor sees 900 patients in a comparable period.

New Cash Bonus for Combat Enlistees

Beginning June 1, for the first time since the Civil War, the Army and Marine Corps started offering \$1,500 cash bonuses to men enlisting for combat training.

In this move to attract more volunteers, the bonuses will be offered until the end of August and may be offered later if the trial period proves successful.

Congress authorized the new bonus in September, notifying the Defense Department at the time that it could offer a bounty up to \$3,000; however, Defense Secretary Melvin Laird decided to use only half that amount for this summer test period.

To receive this bonus, volunteers must sign up for four years, instead of the usual two- or three-year hitch for Infantry, Artillery and Armor; additionally, the bonus will be paid the enlistee only after he completes basic training and is accepted for combat service. (Payments are delayed in this manner to avoid abuses that occurred during the Civil War when some men enlisted, immediately collected their bonus, and then deserted—only to enlist again in a different part of the country and receive another financial reward.)

System Pushes New Brochures at Six Conventions

National Headquarters Public Information Office (PIO) is advertising their new brochures and the "Curriculum Guide to the Draft" at conventions during 1972.

One to three PIO staff personnel manned or will man information booths at each of the following conventions:

May 21-24	New York City	PTA
June 23-30	Atlantic City	National Association of Classroom Teachers, National Education Association
June 25-July 1	Chicago	American Library Assn.
July 30-Aug. 2	St. Louis	National Urban League
Oct. 4-7	San Antonio	National Assn. of College Admission Counselors
Oct. 6-8	Miami	American Council on Education

At these conventions, pamphlets are distributed to convention and "request" mailing lists are developed.

During 1971, the PIO staff manned booths at the conventions of the American Association of Secondary School Principals, the American Association of Curriculum Development, and several other organizations.

AUGUST INDUCTIONS

CONTINUED FROM PAGE 1.

Armed Forces preinduction examinations are also scheduled for prime draft candidates with RSN's through 100, raising the previous examination cut-off number from 90.

In addition, RSN 100 has been set as the 1-H cut-off number for facing the possibility of induction during 1973; therefore, all transients born in 1953 with RSN's below and below will be processed for possible induction, with the selection of Armed Forces preinduction examinations for those RSN's of 50 and below.

If we realize that problems remain. They inevitable as we attempt to smooth out operation.

I remain optimistic that the procedures we have in operation, . . . will permit problems to be surfaced at local boards, through supervisory level to the State Headquarters. I am hopeful that at each step of way, some of them will be resolved. If no plan is found, I hope that the unsolved items will be relayed on so that ultimately your State Director and I may discuss and thereby employ the full talents of National Headquarters toward the resolution of whatever the problems might be, regardless of their size.

It is absolutely essential to the success of our system that the availability of inductees be derived from a use of uniform procedures at the local board in actions involving timely classification. Ultimately, a report of availability should show approximately the same percentage of registrants within any given random sequence number in California, in New York, in Maine or in any other state. In fact, that a state does not meet standards with respect to producing a given number of inductees within a random sequence number, it is incumbent upon the National Headquarters to join with the State Director to ascertain the reason. I am certain that together we can perfect the kind of management tools needed in order to insure that no state or region of the country assumes a disproportionate share of the burden. . . .

Another element which warrants some discussion with respect to uniformity concerns Section 6(j) of the new law, which now makes the National Director responsible for alternate service of conscientious objectors. . . . The National Director has delegated authority and responsibility for supervising the alternate service program to his State Directors. . . . The argument which favors the delegation of authority to the State Directors is that jobs exist in communities across the Nation, and State Directors can expedite the placement of people into these jobs. I can find no one who disagrees with this logic who can make a meaningful case for his disagreement. . . . It will be expected of State Directors that all programs be operated with reasonable thought by reasonable men who are eager to place individuals on jobs where they can contribute something to the Nation. As we proceed, there are many details which must be worked out. In so doing, it is anticipated that there will be extremely close working relationships between the State Headquarters and the National Headquarters.

Throughout the forthcoming year, another activity warrants our concern and . . . attention . . . I am thinking . . . of local board makeup.

The Congress admonished the Selective Service System in the recently amended law to insure that the representation of local boards, so far as a racial/ethnic balance is concerned, roughly approximates the racial/ethnic balance of the registrant population served. Our reports show that as of the end of January, 15.1 percent of our local board mem-

bers were minority personnel. The 10 percent compares very favorably with the 10 percent that we had in December 1970. We are making progress and can continue this trend.

There must be representation by Blacks and Spanish-Americans on a local basis comparable to the local breakdown of population. We have local situations in need of improvement in racial representation. I urge everyone who has any part in contributing to the makeup of local board membership that efforts be continued at an accelerated pace. This is a sensitive topic, and it will continue to be sensitive in the future.

We have received a similar admonishment from the Congress with respect to the Advisors to Registrants. In the recently promulgated regulations, the post of Government Appeal Agent was eliminated because of the dual reporting responsibility that this official had to both the registrant and the local board. Many of the responsibilities formerly vested in the Government Appeal Agent have been transferred to the Advisor to Registrants. On March 10 we had slightly over 7,000 Advisors to Registrants in the System. Today we have over 10,000, but it is obvious that despite the improvements made so far we need many more. In the very near future, we must be able to point to the fact that we have at least one Advisor to Registrants working with each local board, and in many cases more than one. . . .

A subject of importance to all the State Directors, and of real interest to everyone in the System, compensated and uncompensated

CONTINUED ON PAGE 4

President Nixon Gets Final Report From Dr. Tarr

Following are excerpts from a letter President Nixon by former System Director Curtis W. Tarr, in which he sums up the challenges and accomplishments of his Selective Service System. Dr. Tarr resigned from the position of Under Secretary of State for Coordinating Security Assistance on May 1, 1972, to fill the newly created position.

Mr. President, several years ago, when you asked me to be Director of Selective Service, I wanted to improve the equity of the system and demonstrate to our youth that we have their concern for justice in the System. I have followed these directions. This is my final report of experience.

During my tenure, we sought equitable treatment of registrants and visibility for all citizens that promote fairness. To do this, we improved the Selective Service System under three major tasks. First it attempted to assure registrants that they were treated in a just manner. Next it provided information so that youth might understand and better the legal requirements and the process by which young men are selected for induction. Finally, it created a national system of policies so that each young man is treated as he is his contemporary wherever in the nation.

ASSURANCE TO REGISTRANTS

No single action has enhanced our system more than random selection. We must now know that they are equally to be taken in the years to come. It is easiest for them to go, that is, they have heavy family responsibilities and career commitments. . . .

We also have given assurance of equity by abandoning deferrals. Deferrals undoubtedly have shifted the responsibility of service to the poor and to those who did not aspire or were unable to attend college. Deferrals also induced men to enter vocations that otherwise they would not have considered. . . .

. . . We have endeavored to improve the representation of minority persons on local and appeal boards. This has required a considerable recruiting effort everywhere by our state directors, as well as the necessity to suppress prejudices in a few places. We have achieved limited success: at the present time, about 15% of our local board members are minority persons. Increasing numbers are women. Many appointees are young people. But we still have work to do before our boards fully represent the populations from which they register young men. This is an appropriate and continuing challenge facing the agency.

INFORMATION TO REGISTRANTS

Even though we may improve the equity of the System, and offer to registrants the assurance of our intent to be fair, that message will not be conveyed fully unless the registrant himself knows how the System works and what is expected from him. This we have provided through a series of publications and an increasing coverage of selective service news in the various media. . . .

CREATING A NATIONAL SYSTEM

. . . Immediately after the first lottery, it became evident that standards, procedures, and constraints varied widely from one state to another, and indeed from one local board to another in the same state. Thus to fill calls, one board

might induct men with much higher random sequence numbers than another. While we could rationalize most of these differences to ourselves, we could not convince a young man that fairness permitted him to be drafted in one state when he would not have been called elsewhere with the same random sequence number.

Furthermore, the federal courts had begun to take a much more critical view of the operation of the system. Many decisions condemned bluntly the discrepancies and differing practices in selective service operations, serving notice on us that we must properly institute national standards to which all local boards would be required to conform. . . .

THE FUTURE

While it has been imperative to improve operations in the present, I have looked as well to the future. You have announced your desire to eliminate inductions after July 1, 1973. Obviously the Selective Service System will have a greatly altered role at that time, even though the nation still must respond to the national security requirements of a world in which few things seem certain.

When the President's authority to induct expires, the structure of the System and the remaining activities now undertaken will continue as required in Section 10(h) of the Military Selective Service Act. Selective Service must register young men at age eighteen (and young women as well if the equal rights amendment becomes a part of the Constitution), hold an annual lottery, classify registrants, and maintain viable procedures in the event of inductions. It might be wise as well to call some young peo-

ple for preinduction examinations so that the President would have available an acceptable pool of registrants for immediate induction in an emergency.

Despite the need for an alert standby operation, the nation can hardly afford to maintain the Selective Service System at its present strength. Accordingly, we have given careful study to the appropriate organization for standby responsibilities. This will require the maintenance of national and state headquarters, and the service centers as well, but these will be staffed by fewer numbers of persons consistent with the reduced workload. Local board records will be maintained in fewer numbers of local offices throughout the states. We will continue to recruit local board members to fill vacancies so that each board has at least the minimum number required for classification.

This reduced work force must have a reserve available in the event of mobilization. We will look to National Guard and Reserve units, as Selective Service historically has done, for that support. . . .

This, Mr. President, is a report of my stewardship as Director of Selective Service. I found an agency that was at once rich in tradition, devoted to an important mission, and loyal to the nation we all serve. I grew in understanding as I worked with these fine people. I hope that I left them with techniques appropriate to the present and the future, and with a resolve for continued dedication to the tasks that may be given to them by the President.

Sincerely,
Curtis W. Tarr

New Reforms in Prosecution of Draft Violators

Under new procedures outlined in Chapter 642 of the Registrants Processing Manual, Selective Service prosecutive review of Registrant File Folders (SSS Form 101) will become increasingly stringent.

All these Folders must now be sent to Regional Counsels for preliminary prosecutive determination before their referral to the U.S. Attorney; previously, state directors often sent the Attorney cases which had never been reviewed by System lawyers.

As a result of these pre-referral legal reviews, National Headquarters anticipates an improved status of case litigation, since U.S. Attorneys will now be handling only cases free from error, both procedurally and substantively.

An additional procedural change permits a local board to submit a violation report and accompanying file folder directly to the appropriate Regional Counsel, if the State Director so prefers; and in turn, Regional Counsels now may also refer cases directly to the U.S. Attorney.

These significant steps should help expedite violators' cases more speedily and efficiently. Also contributing to the swifter flow of System justice is the Regional Counsels' utilization of Selective Service Reserve Attorneys—and Army, Navy, and Air Force Reserve Judge Advocates on temporary System duty—to assist in the review of backlogged cases for procedural error.

It is well to remember that in the area of enforcement, prosecution is not the System's primary goal; in fact, jailing registrants is felt to be a sign of failure rather than success. Therefore, every effort is made to encourage compliance with Selective Service law and discourage criminal prosecution.

Fortunately, experience has shown that of the violations reported to the Department of Justice approximately 75%-80% are resolved administratively during the FBI investigation preceding prosecution and never reach the stage of indictment.

Whether or not violators are allowed to comply with the law after their indictment is decided by the Department of Justice. A

large number of these young cases are dismissed by the court after indictments (see chart below and of this number approximately 75% relent and comply with law, according to an estimate by Mr. Harry Charles, Assistant General Counsel, Trial Litigation).

But the System goes even further than this in stressing compliance for violators: A registrant for violation of the Selective Service Act may be paroled for probation if his classification at the time of violation was 1-A or 1-A-0; was in Class 1-0 he may be eligible for civilian work. A registrant's eligibility for parole is determined by the Attorney General or his representative, the General Counsel acting for the Director

TREND OF DRAFT PROSECUTIONS (FISCAL YEARS 1967-1971)

	Calls for inductees	Indictments	Defendants	Dismissed	Convicted	Acquitted
1967	288,900	1,335	996	224	740	25
1968	343,300	1,826	1,192	353	784	50
1969	266,900	3,305	1,744	747	900	9
1970	209,300	3,712	2,833	1,570	1,027	231
1971	152,000	4,539	2,973	1,701	1,036	231

"SPIRIT OF UNIFICATION"

CONTINUED FROM PAGE 3.

alike, is standby operation and what happens to Selective Service after the President's authority to induct expires on June 30, 1973. It is the general opinion of those of us who work closely with the Congress in Washington that the President is not likely to ask the Congress to extend his authority. Because of the efforts being made to create an all-volunteer force, it appears almost a certainty that, effective July 1, 1973, active inductions will cease.

Now, what does this mean to us in Selective Service? ... First, I am confident that there is no one in the National Headquarters, or in this room, who can forecast with accuracy the size of the Selective Service System work force in the event we cease active induction. ...

In any case, for fiscal year 1973, which commences this coming July first and runs through June 30, 1973, both of the Appropriations Subcommittees have approved a budget for the

System sufficient to keep a full work force. There are no plans for major reductions in numbers of people between now and that time. ...

Further, between now and that time, it becomes increasingly necessary that the uncompensated membership of the System be revitalized to the maximum extent possible. With the change in the law, many of our uncompensated members were retired either for age or for length of service. The major portion of our losses have been replaced by younger people who will have an opportunity to serve for a considerable time. We must insure that we have a full uncompensated force through next June and, more importantly, beyond that point. When in standby status they will be required to continue making classification decisions.

It is incumbent upon our compensated employees that the viability and the interests of the uncompensated work force stay alive. The important thing for all of us to remember is

that in the event of a National emergency, Selective Service must be able to respond to the capability of procuring military power for the Department of Defense as Congress might dictate.

You may be sure that the Congress greatly concerned as any of us that we have an adequate standby system and that we support for that standby system in a v Reserve and National Guard planning force can think of nothing more important than this next year than for our people to be trained, for their interest to be kept alive for their working together as a team on a national basis toward a uniform application of the law. There can be no doubt of the for this System in a National emergency critics, plus our supporters and friends, be watching us closely between now and end of June 1973. They would be rewarding a demonstration of teamwork, loyal service, esprit de corps, and informed, concerned relations with the public. ...

NEW REG PERMITS

CONTINUED FROM PAGE 1.

Since all registrants are given 30 days notice of induction, men receiving induction orders after July 1 will have 20 days to enlist or be appointed. Acting Director Byron Pepitone has authorized local boards to postpone for 15 days the induction of men scheduled to report between July 1-15 if they are being actively processed for enlistment or appointment and if they request such action; this will allow early July inductions to take advantage of the new rules.

Potential inductees who desire to enter the Guard or Reserves must locate unit vacancies on their own, and they should request that their enlistments or appointments be expedited to meet the 10-day requirements.

In the past, the only alternative to induction was to join a regular branch of the service for at least three years active duty—no Guard or reserve enlistments or appointments were permitted after mailing of induction orders.

These new Guard or Reserve enlistments or appointments do not reduce the System obligation to provide the Army its requested number of inductees, and it's expected that this new policy will raise the year-end lottery number, although this will be determined by the future number of men entering Guard, Reserve, and regular units to avoid induction.

With Reserve and National Guard Forces an estimated 40,000 below strength, the Defense Department hopes this new policy will stimulate recruiting for our Nation's reserve strength.

NATIONAL OPERATIONS CONFERENCE

CONTINUED FROM PAGE 1.

pendices of the RPM (humorously referred to by Acting Director Byron Pepitone as "Revolutions Per Minute"), which they used as reference materials in the classroom instructions concerned with regulations and policies both old and new.

Although these classroom "learn-and-questioning" sessions constituted the heart of the Conference, those in attendance also toured the Computer Center and heard presentations by representatives from National Headquarters Public Information Office, Armed Forces Examining and Entrance Stations, and the Plans and Analysis Division. A presentation on Performance Rating was also given.

In his remarks to the Conference, Mr. Pepitone expressed the feeling that formalized training of System personnel, together with the utilization of RPM's, will provide a solid basis for a nationally unified system.

Use of funds for printing of this publication provided by the Director of the Bureau of the Census, August 7, 1968.

This monthly bulletin is a medium of information between the National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act or any other acts of Congress. Communications should be addressed to: Office of Public Information National Headquarters Selective Service System 1724 F Street N.W. Washington D.C. 20435. For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington D.C. 20402—prices (single copy): Subscription price \$1.00/year, 25 cents additional for foreign mailing.



Selective Service NEWS

DOCUMENTS

OCT 5 1972

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PUBLIC LIBRARY

East Coast Ravaged by Flooding from Hurricane Agnes

Some Local Boards Submerged!

On the evening of June 24, 1972, Mrs. Eveline Miller, Executive Secretary of Local Board 49, Lock Haven, Pennsylvania, discovered that both large store-type windows in her Selective Service office had been smashed—by reckless motorboats tearing down Main Street. The previous day the Selective Service flag was seen floating down the same Lock Haven street along with numerous draft file folders, some of which were plucked out of the current by intrepid local citizens and graciously returned to Mrs. Miller.

Employees of Local Board 92 in Kingston, Pennsylvania found their place of employment so submerged that there was "seaweed on the ceiling."

State Headquarters workers in Richmond, Virginia could not use the office restroom facilities from June 23 to June 29.

Local board 55 personnel in New Martinsville, West Virginia tramped through first floor mud to reach their second floor office.

Due to impassable roads, eight New York state local board offices closed along the New York-Pennsylvania border.

These are just some of the isolated instances of havoc wreaked on Selective Service personnel and property by Hurricane Agnes, overall the most destructive hurricane that has ever hit the United States. Sweeping up the East Coast from Florida

to New York in late June, her windy and watery side effects slashed out a destructive swath that left many dead and thousands homeless, and ran up financial losses in the billions of dollars.

Although some System personnel suffered great personal property loss—Pennsylvania State Director Bob Ford's car was transformed into a submarine while parked at the Harrisburg, Pa. airport—the storm gods pretty much spared our System from prodigious damage, with the exception of William Penn's Commonwealth.

Here's a brief rundown of Selective Service damage and inconvenience incurred in the six states declared disaster areas by the Office of Emergency Planning in Washington, D.C.:

PENNSYLVANIA

Unquestionably, this state absorbed the greatest share of Agnes' fury: System damage, mostly from the overflowing Susquehanna River, is estimated so far at \$90,000. Four local boards were knocked completely out of commission: The previously mentioned Lock Haven and Kingston boards, Local 93, Plymouth (like Kingston, completely underwater), and Local 155 in Selinsgrove (155 Executive Secretary Mrs. Grace Stevenson, sensing the approaching aquatic doom on June 22, called in a truck and hauled the entire board

CONTINUED ON PAGE 3

The Pennsylvania Selective Service warehouse is in the basement of this Harrisburg, Pa. building (below) which you see surrounded by water eight feet above street level. An oil slick made the clean-up job an extra added delight. The four pix to the left will give you some idea of the state of said warehouse after the Susquehanna River receded.



On Improved Processing For Alternate Service

This is a program, probably the one most discussed throughout the System, which I believe is important to all members.

There are dramatic changes being made in the administration of the alternate service program which are likely not to be known to our members unless they are personally involved in one aspect of the program or another.

I think it would be worthwhile for me to give you some background on these changes and to comment on some of the complications arising therefrom.

As you probably recall, the 1971 amendments to the Military Selective Service Act transferred the responsibility for making initial placement in alternate service from local boards to the National Director—with Congress reasoning, perhaps, that the differing criteria applied in local board administration of the program was not consistent with the goal of a nationally unified and equitable system. (A beneficial by-product of this legislative move was to relieve a difficult administrative load from the local boards.)

The regulations which were published to implement the new law have re-delegated the responsibility for initial placement in alternate service to State Directors, on the assumption that they were better qualified than National Headquarters to judge the peculiar employment opportunities prevailing in their states, since they would naturally be better informed about the local employment situation.

The new regulations also broadened

the definition of acceptable civilian work and provided more avenues for the registrant to locate that work. Under these new rules, the 1-O registrant, aided by lists of recommended jobs provided by his State Director, is given 60 days to locate a job and submit it for approval to the State Director. If the State Director vetoes the job proposal, the 1-O may request a review by the National Director, if such request is made within the 60-day period. If the registrant is unable to locate suitable employment, he will be ordered to alternate work by his local board at the direction of the State Director; however, if a registrant has not been ordered to alternate service within 270 days after he has exhausted his 60-day job search, he will be placed in a lower priority selection group.

In order to place 1-O registrants in jobs most compatible with their abilities, State Directors are becoming more involved in the job placement activity, and they are using their talents and contacts to place CO's successfully. An encouraging aspect of this job placement is the progress being made in job banks. We are moving toward a type of placement service which will provide easy contact between 1-O's and those organizations interested in employing conscientious objectors—especially those organizations interested in hiring CO's on a "blanket" basis.

Of more continuing concern to the System in the overall alternate service area, however, is the underlying attempt to treat 1-O and 1-A regis-

trants in the same manner.

Selective Service has been involved in litigation since the end of 1971 resulting from regulation 1660.4(a), which says, in effect, that a non-volunteer 1-O will not be ordered to alternate service before 1-A's or 1-A-O's with the same RSN are ordered for induction. This policy has led to numerous court challenges, notably the *Gardiner v. Tarr* case, in which a group of 1-O plaintiffs—who were either members of the 1971 first priority selection group or the 1971 extended priority selection group—charged that they were ordered to perform alternate service at a time when other registrants classified 1-A and 1-A-O were not being ordered to report for induction, and were in fact being placed into the second priority selection group. Specifically, none of these 1-O's had been issued Form 153 (Order to Report for Work) prior to November 9, 1971—the last date 1-A's received induction orders in 1971. Our position was that the plaintiffs were obligated to perform alternate service, and had been informed of this fact at the time their peers with the same RSN's received induction orders.

However, as a result of adverse decisions against the System in the *Gardiner* case and other related cases, we issued Temporary Instruction 660-4 (July 12, 1972), directing that all registrants in Class 1-O and 1-W who were members of the 1971 first priority selection group and the 1971 extended priority selection group be relieved of their liability to perform alternate



service if they were not issued Form 153 before November 10, 1971. We had also proposed several major changes in the procedures for placing 1-O registrants in alternate service assignments, but after further study and a review of public and Congressional comments and several court decisions related to this issue, we decided to withdraw the proposal and continue with our current plan. No further changes in the 1-O program are anticipated in the foreseeable future.

Although we took issue with the courts on the subject of the legality of our actions regarding the 1-O alternate service program, we act with the spirit behind the decisions that of according all registrants uniform treatment under the law. As currently authorized, I believe that the System's program of 1-O alternate service processing goes long way toward achieving this goal.

Byron V. Pepitone

NO MORE DRAFTEES SENT TO VIETNAM

Draftees will no longer be assigned for duty in Vietnam unless they volunteer, President Nixon announced June 28.

At the same time, he declared the withdrawal of an additional 10,000 U.S. forces from Vietnam over the next two months, reducing the troop level there to 39,000 by September 1.

At the time it was made, the announcement did not effect the 4,000 draftees then in Vietnam, or those under orders to go there.

However, it pointed up a trend wherein professional soldiers are assuming an increasingly larger role in Vietnam as the number of combat troops are dwindling under Mr. Nixon's withdrawal program.

Local Board Chairman's Wife Descendant of First Draft Director

Mrs. Doris Geldbach, wife of Local Board Chairman Warren Geldbach, Local 167, Edwardsville, Illinois, suddenly discovered a skeleton in her family closet April 17—only this skeleton wasn't one to be ashamed of. It was Major General James B. Fry, Civil War Union Officer and first Director of Selective Service from 1863 to 1866.

Mrs. Geldbach got the news that she was a 7th generation relative of General Fry, who was born February 22, 1827 in Carrollton, Illinois and died July 11, 1894. As she explains it, Fry was a nephew to her great-great-great grandfather, or, if you will, her first cousin four times removed.

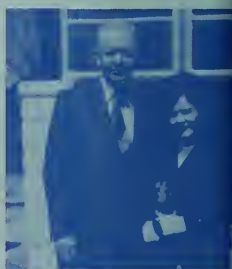
General Fry had quite an illustrious military career, as Mrs. Geldbach proudly points out:

After graduating from the U.S. Military Academy in 1847 at the age of 20, Fry served as Second Lieutenant in the Mexican War, spent five years as Adjutant at West Point, and on March 16, 1861, was promoted to Captain and appointed Assistant Adjutant-General of the Army. Midway through the Civil War, General Ulysses S. Grant recommended him for the post of Provost Marshall, a job which included responsibility for managing the first organized draft system. Fry took over this post March 17, 1863 and served until the abolishment of the office August 30, 1866.

Regarding her eminent ancestor, Mrs. Geldbach says:

"... I am proud to be a descendant of James Barnett Fry, who served his country well in several posts of high honor for 37 years, and who also wrote many fine articles of historic interest regarding the career he loved so well.

I am equally proud to be the wife of the Chairman of Local Board 167, Edwardsville, Illinois, Warren J. Geldbach, who has also served his country well, both in war and in peace."



Warren Geldbach, CHAIRMAN OF BOARD 167, Edwardsville, Ill., is shown with wife Doris who is a descendant of our first draft Director, James Fry.



MAJOR GENERAL JAMES B. FRY

SEPTEMBER CALL STAYS AT 75

The draft lottery ceiling will remain at RSN 75 in order to meet the September call of 4,800 men, the System announced July 19, with induction orders mailed beginning August 1. Lottery Number 75 was earlier set as the ceiling for August inductions.

Acting Director Byron Pepitone explained that sufficient numbers of men—

those who became fully available following the issuance of August induction orders—would be available to meet the September call at numbers 75 and below.

September's inductions will bring the total men inducted in 1972 to 36,000. The Defense Department has requested the System to deliver 50,000 men for all of this year.

Connecticut Headquarters Translates Draft Regs for Spanish-Speaking Youths

ember of 1971 Mr. Frederick Palomb, Connecticut State Director, was one of his local boards in Norwalk. When, by chance, he happened to hear a strange conversation going on between a System employee and a youth nearly 20's.

"I knew the youth was wanted by the attorney in another state for not coming, and when asked why he failed to, he replied, in very poor English: 'I don't know what you're saying. I never was supposed to. No one told me anything like this.'"

"I was surprised by this young man's confusion," Mr. Palomba brought in a Spanish interpreter who managed to focus in on the gentleman's problem—a problem shared by many of Connecticut's 100 Spanish citizens.

"This befuddled youth, the Connecticut Director learned, had emigrated to America from his native Puerto Rico when he was only 16, yet his language and cultural isolation had kept him ignorant of the realities of U.S. draft law; apparently, neither his parents nor his school had done anything to fill an informational vacuum.

"The Norwalk Board incident heightened Mr. Palomba's awareness of the communications gap between Selective Service and Connecticut's Spanish-speaking youth, and as the problem of draft vio-

lation became more acute among this Hispanic subculture he was determined to do something about it—specifically, by launching a pilot program explaining draft regs in Spanish. As he says: "Most of them are really good kids. I'm firmly convinced that 60% of those in violation are there only because they didn't know what to do."

The State Director kicked off his ambitious plan with a call to Mr. John Dewhurst, Assistant Deputy Director for Administration, at National Headquarters, asking permission to visit Puerto Rico and get some background on its social problems.

With Dewhurst's hearty endorsement, Mr. Palomba and his special assistant, Mr. Guillermo Muniz (himself a native Puerto Rican), took off in February for a fact-finding mission to Puerto Rico, where they visited local boards and were briefed by Mr. Manuel Siverio, the island's draft Director.

When they returned, Mr. Palomba and Mr. Muniz compiled their bits and pieces of collected information to get a general overview of the biggest problems they faced in expediting Puerto Rican registration. In order of importance, the main complications arose from: (1) Language, (2) Lack of familiarity with local board locations, (3) Ignorance of draft law, and (4) Cultural background (Many Puerto Ricans are basically very shy and

are therefore hesitant about reporting to local boards and/or asking for information).

Beginning in April, the State Director, Mr. Muniz and Mrs. Betty Moore, an Area Supervisor, plunged headfirst into their draft information program in the towns of Waterbury and Danbury, Connecticut, working through Equal Employment Opportunity Programs, youth groups, the Mayor's office, social and athletic clubs, and in Waterbury, a group called New Opportunities for Waterbury (NOW).

Although 43 Spanish-speaking youth showed up for the first draft explanation meeting, Mr. Palomba admits that "all wasn't rosy at first." "Puerto Rican youths," he adds, "suspected Selective Service of recruiting for the armed forces and they shied away from us.

To help remedy this situation, the Connecticut Director and his assistants tried to reach these kids on a more personal level: "We went to a Puerto Rican Youth Council in Waterbury, for instance," Mr. Palomba explains, "and for a couple hours we played ping pong and pool and chatted with these Spanish kids, showing them that we were sincere and what we were trying to do—emphasizing that we were not trying to recruit them."

All in all, Mr. Palomba feels that the results of this program, "are a little bit

better than we expected. Of course, we've only been in two cities—numerous meetings are also planned for Meriden, New Haven and Bridgeport. In addition, 15-20 minute high school classroom orientations are in the offing.

Contributing to the success of this program is the conscientious attempt of Connecticut's system to get proportionate representation of Spanish-speaking peoples on boards serving areas of significant Hispanic population. In coordination with Reynaldo Maduro, National Equal Employment Opportunity Director, Spanish-speaking employee representation on Connecticut boards has jumped from zero to four in the last four months.

Mr. Palomba's progressive snowball has also picked up the support of Manuel Siverio, who will be sending lists of all who register in Puerto Rico and move to Connecticut. When they move in, these registrants will be visited by Connecticut System personnel who will give them the location of their local board and any information that may be appropriate.

"We couldn't have gotten anywhere without the wonderful encouragement of Acting Director Byron Pepitone, Manuel Siverio, and John Dewhurst," Palomba hastens to conclude. "In fact, Mr. Dewhurst told me he wanted the draft meetings, if successful, to leap from here into a nationwide program."



Two Pennsylvania boards, Local 92 in Kingston and Local 93 in Plymouth, were completely inundated by floods, and their components—the ones that could be saved at least—were transferred to and consolidated in an old abandoned army barracks at Indian Town Gap Military Reservation. Inside the barracks, from top to bottom: (1) Pennsylvania State Director Bob Ford stares incredulously at waterlogged files (2) Local 93 hangs out to dry (3) Kathryn Rundle, right, Executive Secretary, and Carley Davis, clerk typist, both of Local 92, check out what's left of their file folders.

This is what Local Board 49 in Lock Haven, Pa. looked like on June 25 after being given a "re-modeling" and mud bath by the Susquehanna River.

HURRICANE AGNES CONTINUED FROM PAGE 1.

away to safer ground, namely a school for the deaf out of which she's now operating). Equipment and supply loss in all Pennsylvania local boards was estimated at \$9,000. These catastrophes were overshadowed, however, by the \$33,400 supply loss in the oil and/or water soaked trash heap that used to be known as the State System Warehouse in Harrisburg. This despoiled supply center is just a mile or so from Pennsylvania State Headquarters itself, which, due to flood damage, went without electricity for four days beginning June 23rd (As if Bob Ford didn't have enough trouble with his waterlogged car, the resulting inoperable elevators forced him to trudge up and down eleven flights of stairs to and from work every day).

NEW YORK

On the evening of June 23 the Che-

mung River in Elmira overflowed, bathing Local 64 in seven feet of mud and water. Receding two days later, it left \$3,000 of equipment damage in its wake, along with soiled records that had to be cleaned and useless cover sheets that had to be replaced. No other damage in the state was reported.

VIRGINIA

No actual property damage here, although some water crept into Local 101 in Pulaski and Locals 44 and 45 in Winchester. Besides the earlier noted rough going in the restroom area and the lack of any drinking water, State Headquarters employees also had to put up with the debatable "inconvenience" of having their office officially close down on June 23.

WEST VIRGINIA

No real damage here, except for the earlier-mentioned mud-slopped office beneath the New Martinsville board.

MARYLAND AND FLORIDA

Apparently no damage at all.



Operations Conferees Chip in for Nebraska Break-In Victim

Doesn't it always seem that just when you feel you couldn't get any more cynical about the selfish and callous condition of humanity on this troubled planet, something beautiful happens to rekindle your faith in the basic goodness of fellow human beings—perhaps something like what happened to Mrs. Rita Rehling, Nebraska Area Supervisor, at the recent Operations Conference in Washington, D.C.

On the morning of June 15 Mrs. Rehling, a native of West Point, Nebraska and veteran of 11 years System service, left her room at the Washington Hilton Hotel to attend the Selective Service National Operations Conference meeting downstairs. Behind her she left an unlocked suitcase containing a key envelope with a key and \$100. When she returned she found the suitcase locked—with not a penny of the \$100 left inside.

Rita was quite stoic about her unpleasant discovery, however, and accepted it with a "charge it up to experience" air.

But when Mr. Ed Locke, acting chief of the Management Evaluation Group, learned of Mrs. Rehling's financial loss he discussed her plight with the eleven management representatives attending the conference. They reported her loss in the various class sessions and urged contributions be placed in the Conference

Control Room in a collection box labeled "Rita's Fund."

The result of this kindly enterprise produced a sum of \$85.33, presented to Rehling on the last day of the Conference. Her reaction: "I think it's good. No one cares, life isn't worth anything. Thank you for caring—it makes worthwhile."

Payroll Changeover: No Sweat!

The switch-over of the Selective Service payroll arrangement from the Treasury Department Fiscal Service system to our own Computer System during the June 11-24 pay period was almost entirely successful.

Out of a total payroll of approximately 8,000 compensated civilian employees, including those from National Headquarters and all service centers, only .8% received incorrect payments or no checks at all. Not only were the checks on time, but in some regions System workers received them two days early.

"This (success) was really a surprise to most of us," exclaims Mr. Stanley E. Johnson, Manager of the Civilian Payroll Office at the Computer Service Center near Washington, D.C., "and it reflects the hard work of both the payroll and personnel people at the service centers. As you may know, personnel people are now plugged in to the whole payroll scheme and they keypunch their own data just like payroll employees."

As the overall system works now, basic payroll data is prepared at National Headquarters and the six service centers and then sent to the Computer Service Center where it is translated onto punch cards and fed to a Burroughs B3500 computer. The B3500 then puts this data onto magnetic tape, which is sent to seven separate Treasury Department Disbursing Centers that print and mail the final checks and/or bonds.

Mr. Johnson feels a salute is in order for Major John J. McKenna, who chaired the task force responsible for the payroll conversion: "He was the driving force in making people get it done."



You've surely heard of the proverbial organization "yes" man—well, Mr. Clarence E. Boston is Selective Service's "no" man. For you see, Mr. Boston's new job as Reports and Documents Control Officer entails the rather unpleasant assignment of creating and supervising a reports control program that will prevent National Headquarters personnel from unwittingly overloading State Headquarters workers with superfluous reports and requests, many of which merely duplicate each other. In the picture above, Mr. Boston, a member of the Harvard University Varsity Club Football Hall of Fame and former head football coach at the University of New Hampshire, takes a breather from his prodigious task of curbing report overflow.

State Training Conferences Held for Supervisory Personnel

State Training Conferences, designed to explain policy procedures set forth in the new Registrants Processing Manual (RPM), are to be held throughout the country beginning the week of July 1. Most states opted for regional conferences with only supervisory personnel attending, since past history has proven that System time and money can be saved by training only the area and group supervisors, area substitute clerks and clerical secretaries, and letting them, in turn, train their own employees.

During the recent National Operations Conference in Washington, D.C., a springboard for these state meetings, representatives from each state were trained in the new RPM procedures. Subject matter specialists were called in from the field to assure proper instructions during the conference, as well as to create a worthwhile training program for implementation at the state level.

Immediately after this national conference in mid-June, the Training Director at National Headquarters began to assemble individual lesson plans used into a complete set of instructions for states. The week of July 25 was set for the beginning of these training sessions in order to allow a reasonable amount of time for the states to receive mail from National and tailor them to their own needs.

Information presented earlier this year at the Personnel and Fiscal Conferences in Denver will also be included in state conclaves.

State Directors Meet on Equal Employment Opportunity

Local and appeal board minority representation was the prime focus of action when the State Directors Committee on Equal Employment Opportunity met June 23 at National Headquarters.

This meeting was the result of both the U.S. Commission on Civil Rights and the Equal Employment Opportunity Commission reviewing Selective Service's affirmative civil rights action plan and directing an impetus towards making local and appeal boards proportionately representative of the ethnic mix in the communities they serve.

The principal function of the Equal Employment Opportunity Committee is to

promote understanding of State and National problems concerning job discrimination, and to develop more effective policies in this area.

Serving on the Committee are the following State Directors (appointed March 29, 1971): Mr. Ernest Fears, Virginia, Chairman; Mr. Victor Bynoe, Massachusetts; Colonel Melvin Glantz, Texas; Mr. Arthur Holmes, Michigan; and Mr. John Martin, District of Columbia. Also participating in the meeting was Acting Director Bryon V. Pepitone and Mr. Reynaldo Maduro, System Director for Equal Employment Opportunity Programs and Adviser to the Committee.

HOW TO ORDER REGISTRANTS PROCESSING MANUAL

Readers are advised that when someone outside the System requests a copy of the "Registrants Processing Manual" it CANNOT be ordered through National Headquarters in Washington. The only way one may order the Manual is to send a request, along with a check for \$8.00 (payable to Superintendent of Documents), to:

Superintendent of Documents
Government Printing Office
Washington, D.C. 20402

Please appreciate that an eight-week period should be allowed for delivery.

Use of funds for printing of this publication is provided by the Director of the Bureau of the Budget, August 7, 1968.

This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act or any other acts of Congress.

Communications should be addressed to: Office of Public Information, National Headquarters Selective Service System, 1724 F Street, N.W., Washington, D.C. 20435. For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402—price 1 cent (single copy). Subscription price \$1.00 per year, 25 cents additional for foreign mailing.



Selective Service NEWS

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CAR CRASH TAKES LIFE OF NORTH CAROLINA

DEPUTY DIRECTOR AND WIFE

HEAD-ON COLLISION two miles north of Whiteville, North Carolina ended, at 50 years of age, the life of one of the System's finest members, Lieutenant Colonel Ollie W. Faison, Deputy State Director. Col. Faison's wife Daisy was also killed and his daughter Teresa critically injured in the July 21 accident.

Called "one of the outstanding operations people in the System" by N.C. State Director William McCachren, Col. Faison was often called on for service at National Headquarters because of his oft-demonstrated initiative and imagination.

Col. Faison, already approved for rank of full Colonel at the

time of his death, had just been cited for a Certificate of Merit May 31 for his outstanding work as a member of the Management and Operations Analysis Team—an awesome task that involved eight months of inspection work in Boston and Sacramento, California in the 1970-71 period.

He also helped develop the recently initiated Uniform Filing System and supervised its trial run in several boards

in Virginia and throughout the nation.

Additionally, Col. Faison's accomplishments included serving as: (1) "umpire" for a System Regional Conference in

October 1965 at Keesler A.F.B., Mississippi, where he supervised dry runs of the then visionary lottery and random sequence number project, (2) Chairman of the North Carolina U.S. Savings Bond program for the last

ten years, every year securing 100% participation from all local boards and (3) Instructor at the first National Operations Conference in Savannah, Georgia, December, 1971, and the most recent National Operations Conference in Washington, June, 1972.

Reminisces Mr. Glenn Bowles, National Headquarters Operations Division Manager: "Ollie was a very fine person and a man who, in his own way, possessed a quiet kind of personality and dedication which always imparted confidence to those around him."

A native of Knightdale, N.C., where he was orphaned as a

Continued on page 4.



Hurricane Agnes Couldn't Stop Computer Service Center From Getting Out First Payroll

ENDING the payroll processing the System's first live payroll Tropical Storm Agnes hit the eastern seaboard bringing havoc and destruction.

The night of June 21, 1972, winds and heavy rains struck the Computer Service Center, causing a flickering of electrical power; however, the electrical power was not shut and the computer remained operation.

The disturbances caused by the tropical storm resulted in transmission delays of payroll to the center.

The night of June 30, water in a nearby creek precipitated the evacuation of the center and a complete shutdown of the computer. The floodwaters receded in time, however, and normal operations resumed at seven the following morning.

Frustrating sidelight: Time attendance cards bound for the center were evacuated from Washington's National Airport to rising flood waters, but

where they were taken the Service Center messenger had to find out for himself. After hitting a dead end at Washington's Dulles International Airport, the poor boy finally located the cards 40 miles north of D.C. at Baltimore's Friendship Airport.

Incidentally, the rumor that one of the Computer Service Center's employees was forced to wade in the Potomac River was false; however, many heroic actions of a similar nature were performed.

All personnel concerned are to be commended for the success of the payroll system in the face of these tumultuous circumstances.

In other computer developments, a recent innovation has proven helpful to the Computer Service Center as well as educational for Area and Group Supervisors and Executive Secretaries. For the past several weeks—in a program that will continue for several months to come—selected personnel have spent two weeks each working

closely with the Error Research and Quality Team at the Center, reviewing SSS Forms 2 and 110 rejected by the OCR Scanner, and matching up the reject documents with the error reports scheduled to be dispatched to the various states. The enthusiasm and helpfulness of these personnel has greatly aided the Computer Service Center in reducing the backlog of error lists and rejected OCR forms.

Education and training are key words at the Computer Service Center these days, as the personnel from the field now receive a formalized introduction to data processing via film, discussion groups, and handouts. Good results are expected from this program as the experience and information gained by the visiting supervisors and executive secretaries is passed along to others. As always, education has again proven to be a "two-way street," and Center personnel have benefited from the visitors' suggestions in a number of areas.

New Role For Regional Counsel

ACTING DIRECTOR Byron Pepitone has announced a new procedure for responding to requests by registrants and their attorneys for postponements of induction. Allegations of System procedural error in classification are common, and before now postponements by National Headquarters to assess the validity of the alleged errors have been routine. In a shift of policy minimizing postponements in such cases, these complaints will now be referred to the Regional Counsel for an "on the spot" investigation and determination as to whether a postponement should be granted. The Acting Director urges all System members to respond as quickly as possible to requests for information from the Regional Counsels. It is anticipated that the new procedure will be especially helpful in cases where induction is imminent.

System Members Meet Demands of Change



In a February, 1967 report to President Johnson, the National Advisory Commission on Selective Service stated:

"The United States has outgrown its Selective Service System.

"That System has operated with high standards of integrity and dedication through wars and wartime peace for a quarter of a century . . . But world conditions have produced new circumstances in which needless inequities and confusion are generated under the System among the men who must donate part of their lives to serve the nation's security."

Indeed, at that time there existed a crisis of decaying confidence between Selective Service and some segments of the American public. It is my firm belief that in the years since this opinion was written President Nixon, Congress, and members of our System family have made great strides in adapting to the changes demanded by many sincere and conscientious Americans.

To illustrate my belief, let's look at the record for the past few years:

Draft inductions have declined significantly—the 1972 draft (50,000 maximum) is only one-eighth of that in 1966 (382,000); in fact, the target date for a zero draft is July, 1973 and steady progress is being made toward that goal. Not only are fewer men being drafted, but because of new government policy none of those who are called will be sent to Vietnam unless they so choose.

Dramatic breakthrough reforms in registrant equity have given America's young men more personal freedom than they've enjoyed since the end of World War II. The latter system has

reduced draft eligibility from seven insecure years to one and has enabled young Americans to plan their lives with much greater certainty.

Before recent changes in the draft law the deferment "sanctuary" depleted the draft pool by more than 50% of eligible registrants. The student deferment, especially, led to a gross socio-economic inequity, penalizing lower income Americans who lacked the financial resources and/or the mental inclination to attend college. Sensitive to the well-founded charges of deferment injustice, the President moved swiftly to eliminate student, occupational, paternity and agricultural deferments, with the result that all registrants, with minor exceptions, are now exposed to the possibility of induction.

The implementation of the Uniform National Call has eliminated the old and unfair "quota" system and insured that all young men with the same RSN will be called at the same time—no matter where in the United States they may live.

The rights of the individual registrant have also been expanded, allowing him the procedural right to appear in person before appeal boards and bring three witnesses to his local board

personal appearance, if he so chooses. Under the new reforms, the registrant may be furnished the reasons behind an adverse classification.

Caught up in the tumultuous social change of the late 1960's and early 70's, Selective Service has taken positive action to insure that the System fairly represents all components of American society, be they youth, women, or minority peoples.

For instance, the minimum age for local board membership has been dropped from 30 to 25 while the maximum age for membership has been lowered from 75 to 65; and to prevent stagnation in outlook, the maximum period of local board service has been reduced from 10 to 20 years.

Now announcing theoretical "policy" is one thing, but achieving palpable progress in equity representation is another. I believe the following statistics indicate how the System is measuring up in this area: (1) Since the minimum age for local board membership was lowered to 25, 656 young people aged 18–29 have been appointed to local boards (as of July 1972). (2) Until February, 1967 no women were allowed on boards. As of July 1972 there were 874 ladies serving. (3) As of September, 1972, total minority representation was 3%—as of May, 1972 minority board representation stood at 15.6%. (See chart on page 3 for complete run down of minority representation and of local and appeal board personnel.) In addition, there were no minority state directors in September, 1966 who were nominated by Governor and appointed by the President. May of this year, Black state directors were serving in Virginia and Massachusetts while other minority state directors continued serving in Washington, D. C., Hawaii, Puerto Rico, Virgin Islands and Guam.

I strangely feel that this record of law and regulation reforms and practical accomplishment proves that members of our System family have indeed grown with America and cope with the demands for change that may arise now and in the future.

PLANS AND ANALYSIS: "BLUE SKY" THINKING

PLANS AND ANALYSIS DIVISION, National Headquarters, as its name implies, is responsible for the evaluation of current System procedures and the forecasting of future System needs.

Organizationally a brother to the Operations Division, it reports directly to Daniel J. Cronin, Assistant Deputy Director for Operations.

Plans and Analysis has introduced to Selective Service the management systems approach, a concept whereby all areas of operations are approached along functional lines instead of through existing channels. In other words, the division's

prime duty is to translate the existing impersonal organization into a smoothly run unit responsive to individual needs, yet responsible and coordinated. Work can be divided into three areas: planning, new programs, and task force assignments.

PLANNING: This area deals with both the emergency planning that would go into effect in case of some unforeseen disaster and the day to day planning, unifying and simplifying of local board operations. The first, of course, is more dramatic; yet, it is the second area of responsibility which prob-

ably has the most effect upon the public, for it influences the way in which the average person thinks of the System.

Besides the more dramatic future planning for national emergency, plans are also being drafted for a time when the draft will no longer exist. The "stand-by program," scheduled for activation July 1, 1973, was framed by this office.

NEW PROGRAMS—EQUITY: The goals of most New Programs research are twofold. First, they are an attempt to make the Selective Service a more equitable and uniform organization. Secondly—in an objective closely

tied to the first—there is an attempt made to streamline the System so it can more easily deal with individuals and other parts of its own organization. Both the 1-H classification and the Uniform Call Proposal are examples of this concept and both were born in Plans and Analysis. Certainly, they do not claim all the credit for the Uniform Call as it finally went into effect, because, like all other measures finally adopted by the System, the unadorned they required the orchestration of the Operations Division.

To facilitate the administration

Continued on page 2

Good Grief! "Peanuts" Characters Push Draft Information For Michigan YAC's

Q: "WHAT DO YOU THINK OF THE DRAFT, CHARLIE BROWN?"

A: "I HADN'T REALLY GIVEN IT A GREAT DEAL OF THOUGHT."

The Michigan Youth Advisory Committee (YAC) has been giving a great deal of thought to young men in Michigan are thinking about the draft, and so, with the aid of "Peanuts" characters, they recently launched a youth communication program explaining Selective Service regulations and procedures and the individual's rights and responsibilities under the law. During the 1971-72 school year the YAC presented their unusual slide presentation to some 1,400 students at 18 high schools, selected church and civic groups throughout Michigan.

The YACs got their inspiration for the PFC Charlie Brown format from a religious program that members witnessed at a Youth Festival, in Muskegon, Michigan in the summer of '71. In the program, moral lessons from the Bible were translated and explained through the characters of Charlie Brown, Lucy, Linus, Snoopy, and other "Peanuts" characters.

The YACs were very impressed with the show and it occurred to them that maybe "Peanuts" could be an excellent way to "reach" draft-age youth with the Selective Service story. The bold initiative of the Michigan YACs—involving hundreds of hours of work with the slides and accompanying sound effects—turned this idea into reality. As Richard Surato, Michigan YAC Chairman, recalls: "We were confident that youth would listen to the Peanuts characters, where they seemed to be sarcastic and indignant to the Selective Service officers trying to put out the same information."

And as things turned out, the YAC's confidence was justified. According to Mr. Surato: "Time and time again our seminar was received with interest and attention. In fact, on three occasions did the program not lead to only into varied questions and discussions on various draft subjects . . . It is interesting to consider that at those programs where the re-



PFC CHARLIE BROWN



sponse was slow, attendance had been required by school officials—it was as if the youth took offense at being told to see the slides. When attendance was voluntary, the responses were wonderful, indicating that those attending were doing so because they had sincere problems and questions."

Participation of YAC members in this worthwhile public relations program is strictly voluntary—and therein lies a problem. Explains Richard: "It is our general opinion that to be most effective and more professional, the presentation should become a full-time job, as we do not feel we can become truly effective limited to a volunteer time-table. There are far too many people to be reached to limit ourselves to just one or two programs a week."

Numerous copies of the "Peanuts" presentation could be made available to high schools throughout Michigan by way of State Headquarters, Surato feels. "Another version of the program should be produced," he adds, "and shown to counselors and other school officials, whom we have found in most cases to be more misinformed on draft issues than the students they guide."

Arthur Holmes, Michigan State Director, is highly enthusiastic about this innovative new step in System-youth intercommunication and reports that he has received nothing but compliments from school leaders over the ardor of Committee members and the high quality of their presentation.

In fact, an excerpt from their own "Peanuts" slide show script pretty well describes Michigan's exuberant YACs:

SLIDE 51 "THIS YOUTH ADVISORY ORGANIZATION IS A GREAT THING, LINUS."

SLIDE 52 "IT HELPS TO CREATE A BETTER UNDERSTANDING OF THE DRAFT AMONG THE YOUNG PEOPLE OF AMERICA."

SLIDE 53 "DOES THIS INCLUDE GIRLS? SURE, WHY NOT?"

SLIDE 54 "SOMEHOW I'VE ALWAYS FELT GIRLS DON'T UNDERSTAND US."

AGES OF LOCAL BOARD MEMBERS*

	(As of September 1966)	(As of July 1972) (Includes Appeal Board Members)
18-29	None	656
30-39	791	3,308
40-49	3,944	7,264
50-59	4,379	6,904
60-69	3,809	1,756
70-79	3,180	None
80-89	388	None
90-99	12	None

MINORITY REPRESENTATION ON LOCAL BOARDS*

	(As of September 1966)	(As of May 1972)
Oriental	38 (2/10 of 1%)	123 (7/10 of 1%)
American Indian	16 (1/10 of 1%)	94 (5/10 of 1%)
Spanish-Speaking	240 (1 1/2%)	814 (4 1/2%)
Negro	213 (1.3%)	1,874 (10%)
White	15,506 (97%)	15,566 (84.4%)
TOTAL MINORITY	(3%)	(15.6%)

*Minority and age data furnished by Selective Service's own Computer Service Center. Due to our new data processing capability, this is the first time the System has been able to generate its own internal demographics.

New Jersey Picks First Chairwoman

Women's liberation protesters—equal employment opportunity division—may in good conscience safely avoid picketing Local Board No. 30, Hamilton Township, New Jersey. For inside, conscientiously expediting the Chairman's chores is Mrs. Margaret M. Malone, the Garden State's first female Local Board Chairwoman and one of the first women serving in her capacity in the whole nation.

And besides this most recent awesome responsibility, Mrs. Malone's extensive background in military and civic service indicates she gives no credence to the old notion that a woman's place is in the home.

A native of Trenton, New Jersey, Mrs. Malone joined the Women's Army Corps in 1943 and served with the Army Air Corps in homefront duties until December 11, 1945.

After the war, she returned to Trenton and went to work for the CF&I Steel Corporation, and today is Supervisor of Pensions and Insurance for the firm.

Besides being the first chairwoman in her state, she has chalked up a national first on her record: an election to county commander of her Local American Legion. She has also served this patriotic

PLANS AND ANALYSIS

Continued from page 2.

tion of all these new innovations and future plans the Department is divided into two branches. The Plans Branch is responsible for the emergency planning already mentioned. To do this effectively, it must constantly maintain close liaison with appropriate governmental agencies such as the Office of Emergency Preparedness, which in turn is directly responsible to the National Security Council. Liaison is also maintained with the Departments of Labor and Defense.

The second administrative branch after the actual Planning Branch is Research and Studies. Its job is to analyze and recommend new policies and generally find more feasible ways of doing the System's work. Naturally, this involves constant review of existing procedures and regulations.

Who are the people responsible for these changes? They vary in almost all respects. Ages range from the twenties to the late fifties. Educational backgrounds vary from an engineering degree to a degree in English. Some have had prior experience as reserve officers or in private industry. Others have become members of the planning staff immediately upon graduation from college.

How does the Department see itself? "We like to think of ourselves as the 'blue sky' thinkers of Selective Service," says



Mrs. Margaret M. Malone, left, Chairwoman, Local Board No. 30, New Jersey, is shown checking SSS forms with Executive Secretary Diane Robinson after a recent Local Board meeting in Trenton.

organization as Department Finance Officer, Department Historian, and Commander of her county's (Mercer) Women's Post.

And if this isn't enough, she is also a member of the Board of Directors for the USO Council of Greater Trenton.

Mrs. Malone was originally asked to serve on the local board by former State Director Joseph Avella, and when the board reorganized in April, she was elected chairman.

Believing that her new board—all but two brand new members with two "quite young"—will be a good one, she states that:

"We want to be fair about everything. We want to give each case plenty of time and study."

Colonel David Rogers, Plans and Analysis Manager. Perhaps the only ones who know whether the "blue sky" theories work are the people affected by their implementation: the draftees and the local board members who serve them.

CAR CRASH

Continued from page 1.

young boy and was still living when his death occurred, Col. Faison served with the Army in Europe and Asia during World War II, winning the European Theatre Medal and the Combat Infantryman's Badge. After receiving his degree from N.C. State University in 1949 (along with an ROTC commission in the Quartermaster Corps), he went to work for the state Department of Agriculture, and resigned from there in December, 1960 to go on active duty with the State Selective Service.

Mr. and Mrs. Faison were active in both church and community activities around the Knightdale area. Commenting on their untimely death, one local columnist lamented:

"It has saddened our hearts to have these faithful, community-spirited people taken from our midst . . . Too much could not be said about the many good deeds the Faisons did for their church and their community. They will long be remembered and indeed missed."

The Faisons, married December 29, 1943, are survived by three children and one grandson.

ANONYMOUS SECRETARY WAXES POETIC ABOUT OCR

AN ANONYMOUS secretary in a Richmond, Virginia local submitted this topical ditty to the June issue of the Old Dom Bulletin, a bi-monthly unofficial publication of the Virginia Selective Service System:

O. C. R.

Hear Ye! Hear Ye! Wherever you are;
Here's a message about the "OCR".
The alphabet was put together right,
But the numeral keys are not our type.

We breeze along, and think we're swell,
But when we strike a one we get an el.
Then we find, and you'll agree
We strike a two but get a three.

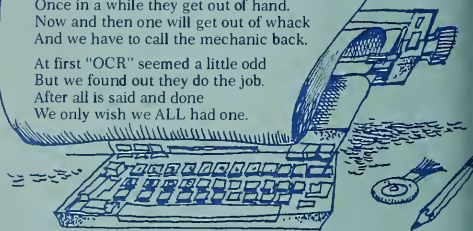
We're doing fine and pretty nifty
Sending them out in batches of fifty.
But typing forms would be fit-as-a-fiddle
If we could blob everywhere including the middle.

So at times we all get miffed
Simply because we forget to shift
We have to be on our Q's and P's
Or we'll get things that look like these **QWERT**

We wish the registrants would be on guard
And stop losing their registration card.
Because one thing that we hate
Is issuing them in dupli-cate.

We like the machines and think they're grand
Once in a while they get out of hand.
Now and then one will get out of whack
And we have to call the mechanic back.

At first "OCR" seemed a little odd
But we found out they do the job.
After all is said and done
We only wish we ALL had one.



Transportation Reimbursement

CHAPTER 3 (Travel) of the Local Board Fiscal Manual, recently published by National Headquarters, provides that each local board member will be given the opportunity to request or decline reimbursement for transportation in connection with official meetings of his local board. In 1971 the Director instituted a uniform transportation reimbursement policy for all local board members; prior to that time the individual state directors made local policies. Rates differed among states and some local board members did not know they could be reimbursed. Board members may now be reimbursed for transportation between their home or office and the board—provided travel is in connection with official meetings of that board.

Together with the instruc-

tions in Chapter 3, the new Form 4, "Local Board Member Travel Reimbursement Request or Declaration," provides a standard method for board members to request or decline reimbursement. Actions as these are helping Selective Service achieve greater equity and uniformity for its personnel while at the same time maximizing equity among registrants.

Use of funds for printing of this publication and the Director of the Bureau of the Budget, August 1971. This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the public. However, nothing contained herein is to be accepted as modifying or enlarging provisions of the Selective Act of 1967, or any other acts of Congress. Communications should be addressed to the Director of the Selective Service System, 1724 F Street, N.W., Washington, D.C. 20435. For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402—price 10 cents (single copy). Subscription \$1.00 per year; 25 cents additional for foreign delivery.



Selective Service NEWS

DOCUMENTS
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HIGHEST DRAFT NUMBER FOR '72: 95

The draft ceiling for the last three months of 1972 will be RSN 95, the System announced September 1.

Approximately 15,900 men will be inducted during the October-December pe-

riod, with the majority of inductions taking place in October and November.

The inductions for the last three months of 1972 will bring the total of men inducted into the Army in 1972

to approximately 50,000—the number Defense Secretary Melvin Laird indicated would be required during 1972. More than 94,000 men were inducted during 1971, while 163,500 were inducted

in 1970.

Men with lottery numbers through RSN 75 are being inducted in August and September.

FEDERAL COURT SAYS CLASS ACTIONS NOT APPLICABLE TO SYSTEM

On the court order of one District Judge and Selective Service in the processing of all similarly situated registrants outside the boundaries of the judge's district? No, it cannot, the United States Court of Appeals of the Seventh Circuit decided July 28.

The case in dispute, Thomas T. Schrader v. Selective Service System Local Board No. 76 of Wisconsin, involved a registrant, Schrader, who filed suit in the U.S. District Court for the Western District of Wisconsin to stop the System from inducting him and, instead, to give him a 3-A fatherhood deferment.

Schrader's action was brought on the grounds that a decision in another District Court in Michigan (Gregory v. Hershey, 1969—favorable to plaintiffs seeking 3-A deferments—) established an interpretation of System regulations which he thought applied to him; the Michigan judge said the Gregory case was a class action decision binding all others similarly situated. Schrader reasoned that since he was similarly situated, he was covered under that order.

The Wisconsin judge agreed with Schrader, saying that the System was indeed bound by the order of the Michigan Court in the Gregory case.

The U.S. Court of Appeals for the Sixth Circuit had reversed the Gregory v. Hershey decision in Gregory v. Tarr, 1971, but the Wisconsin District Court said that in the interim between the Michigan District Court decision and the reverse of this decision in the Court of Appeals for the Sixth District the Gregory decision applied to all in this class whether or not they were in Michigan.

The Court of Appeals for the Seventh Circuit (encompassing Wisconsin, Illinois, and Indiana) reversed the decision of the Wisconsin District Court, however, implying that class actions are not appropriate for Selective Service, and that a District Court's ruling should be limited so as to affect only the actual plaintiffs of record in a particular case.

On August 24, the Court of Appeals for the Sixth Circuit applied the Schrader decision as law within its jurisdiction (Michigan, Ohio, Kentucky, and Tennessee) in the case of Edward A. Zeilstra v. Curtis W. Tarr.

BLACK STATE DIRECTOR RESIGNS FROM SYSTEM

Ernest Donald Fears, Jr., 40, the first black man ever nominated by a Governor for a State Director's post, resigned from Virginia's Selective Service System on September 4 to become manager of personnel, community services and labor negotiations for the Washington Star Station Group—an aggregation of television and radio stations in Washington, D.C., Lynchburg, Va., and Charleston, S.C.

During Fears' tenure as Virginia State Director, which began with his appointment in December of 1970, minority representation on Virginia local boards shot up from 12.1 to 23.9 per cent—a higher percentage than the minority population in the Old Dominion state. For his exceptional efforts to bring minorities into the System, Fears received the Selective Service Equal Employment Opportunity Award last March at the State Directors Conference in Washington.

No office-bound functionary he, itinerant Ernie enjoyed making personal visits to nearly all his local boards in order to improve the efficacy of the System.

Commenting on Mr. Fears' departure from the System he helped energize, Virginia Governor Linwood Holton

said:

"In a very short time Ernie has proved to be one of the best Selective Service Directors in the country."

Looking back over his twenty-month Selective Service experience, Ernie reminisces:

"My tour was gratifying and heart-warming and I appreciated the opportunities to bring about better relationships between the races. National Headquarters and local board members gave me fine support and the executive secretaries were so wonderful—I wish more could be done for these fine ladies in the way of more recognition and higher pay grades. I wish more people would understand that System personnel want to be fair and would be perfectly willing to answer questions. More needs to be told about what these people do for the registrant."



FROM THE ACTING DIRECTOR STANDBY DRAFT: BUSINESS AS USUAL (ALMOST)

By now, I am sure most members of our System family are aware of President Nixon's August 28 announcement that the induction authority will not be extended beyond June 30, 1973. While I am sure many Americans breathed a sigh of relief and gratitude on hearing this news, I fear that it may have given some of our System members cause for anxiety, especially regarding their future employment situation.

So, to deter possible overreaction to or exaggeration of the implications of President Nixon's statement, I would like to put this draft expiration affair into some perspective.

In the first place, the end of the induction authority is not a certainty—only a very good probability. Secretary Laird qualified Mr. Nixon's promise by hinging its fulfillment on the understanding and respect shown toward military careerists by the American public, and an Congressional passage of the Uniformed Services Special Pay Act of 1972 (authorizing special pay inducements to attract and retain skilled specialists in the armed forces, while bringing Reserve and National Guard forces up to necessary strength).

While the upturn in armed service enlistments in the last several months has been encouraging, the Army still has over a half-year period to prove it can attract all the volunteers it needs, with minimal underlying draft pressure.

Even if the induction authority terminates in June, the System is by no means going out of business. Selective Service is required by permanent legislation to operate on a standby basis—to be resurrected at full force in case of an emergency situation and/or national mobilization. Section 10(h) of the 1971 amendments to the Military Selective Service Act is very clear on this:

"If at any time calls under this section for the induction of persons for training and service in the Armed Forces are discontinued because the Armed Forces are placed on an all-volunteer basis for meeting their active duty manpower needs, the Selective Service System, as it is constituted on the date of the enactment of this subsection, shall, nevertheless, be maintained as an active standby organization, with (1) a complete registration and classification structure capable of immediate operation in the event

of a national emergency, and (2) personnel adequate to reinstitute immediately the full operation of the System, including military reservists who are trained to operate such System and who can be ordered to active duty for such purpose in the event of a national emergency."

In other words, we are planning a standby System that will encompass: (1) registration of all men at 18, (2) an annual lottery, (3) classification, and (4) AFEE examinations for a certain portion of the 1-A pool, so as to have some men, probably in the vicinity of 100,000, ready for induction in case of partial or full mobilization.

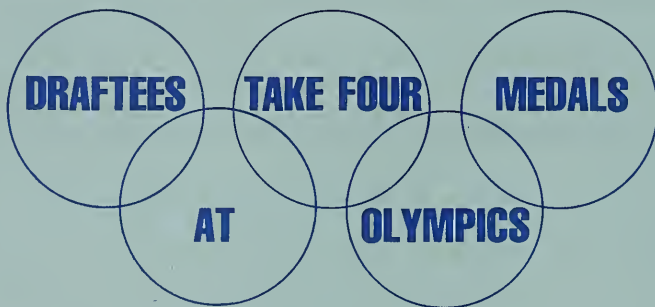
The exact extent of Selective Service operations under a standby system is hard to predict. However, the Appropriations Subcommittees of both houses of Congress have provided the System with enough money to maintain operations and personnel for the remainder of Fiscal Year 1973; that is, through June 30, 1973, and System members can remain confident that we plan no major personnel reductions during that time. Fiscal Year 1974, however, may see some contraction in Selective



Service employment, but, again, we expect that a large majority of employees will have the opportunity for continuing employment and service.

Those who remain within our System family beyond June 30, 1973 will in no way degenerate to a Rip Van Winkle status. They will remain a vitally important responsibility, for they must retain Selective Service as a highly-motivated, efficient, and dedicated organizational structure capable of coping immediately with emergency needs for military manpower.

Byron V. Pepito



The U. S. team has come home from Munich, Germany, the site of the most controversial, zany and tragic Olympics ever, and with them bringing 94 medals—four of which were contributed by draftees.

PFC John Williams, stationed at Ft. Myer, Virginia, on the day of his 19th birthday, topped the world's best bow and arrow men to win the gold medal in archery with world record scores.

SP4 Tim Mickelson, Walter

Reed Army Hospital in Washington, D. C., was on the eight's rowing team that won the silver medal—the only medal the U. S. rowing team took in its worst showing in modern Olympic history. Tim's previous experience includes three years on the varsity crew of the University of Wisconsin and two times on the U. S. National crew.

PFC Arnie Robinson, Ft. Ord, California, won the bronze medal in the long

jump, while SP4 William Schmidt, also of Ft. Ord, got his bronze in the javelin throw.

Some other draftee Olympians, who, though certainly through no lack of fanatical desire and courage, didn't bring home any medals but who now know what it's like to strive with gods:

PENTATHLON: SP4 John Fitzgerald, Ft. Sam Houston, Texas; CYCLING: PFC John Howard, Ft. Polk, Louisiana,

PFC Gary Campbell, Ft. S. Oklahoma, PFC David Cherner, Ft. Polk, PFC Harold Hays, Ft. Dix, New Jersey, PFC Steven Woznik, Ft. Jackson, South Carolina; TEAM HANDBALL: SP4 Fletcher Abramson, Ft. McClellan, Alabama; DARTS: SP4 Jeff Benne, Ft. Ord; 800 METERS: SP4 Ken Swenson, Ft. Riley, Kansas; DISCUS: PFC Tim Volmer, Ft. Lewis, Washington



Special Report!

Volunteer Army: The Light at the End of the Tunnel

PRESIDENT NIXON CONFIDENT DRAFT WILL END JULY, 1973

he will be able, as planned, to eliminate entirely by July, 1973, any need for peacetime conscription into the armed forces," President Nixon said August 28.

Later, Defense Secretary Melvin Laird qualified Mr. Nixon's statement by identifying two obstacles that may prevent realization of the all-volunteer army:

One stumbling block would be Congressional failure to pass the Uniformed Services Special Pay Act of 1972, which, among other provisions, would authorize Reserve enlistment and reenlistment bonuses up to \$1,100, \$200 for those with "critical skills") and up special pay of officers and dentists from \$150 to \$350 a month.

scorn the military, thereby discouraging volunteers.

Regarding this problem of civilian attitude, former Army Chief of Staff William Westmoreland warned just before his retirement:

"... To achieve a volunteer Army we have to have public support.

"Unhappily, antiwar attitudes have become antimilitary attitudes in some sectors of our society. I believe that steps must be taken to develop an understanding of the raison d'être for military forces, so that the average American citizen will have an understanding and appreciation of why we have people in uniform.

"If we can create an attitude of understanding and respect, we can fill up our ranks without the draft. But to continue to demean or disparage the man in uniform is working against eliminating the draft.

"The American public can't have it both ways."

Laird optimistically predicts, however, that both these obstacles in the path will be met and overcome—pointing out strong Congressional support for the special pay act now pending, and furnishing statistics showing a rise in volunteer enlistments.

The abolition of the draft, Mr. Laird added, would not mean the dismantling of the apparatus of the Selective Service System, which is authorized by permanent legislation and which would be retained for emergency situations.

The Administration's goal is a peacetime all-volunteer force composed of 2.3 million men on active duty and one million selected Reserve mem-

bers. To reach this target, the Administration has spent about \$1.9 billion on transitional costs of ending the draft—mainly higher pay scales—and plans to spend about \$2.7 billion in the fiscal year 1973 and more in succeeding years.

How well has this spending paid off in the acid test of actual recruitment?

While falling short on overall objectives, the services did recruit 41,900 men in June and 44,700 in July against planned goals of 45,800 and 47,200 respectively. A total of 447,000 men must be recruited between July of this year and June of next year to meet the all-volunteer objectives.

To help reach this goal, the services are increasing their women's corps with almost 6,000 more women to be recruited during that same period than was originally planned.

The "point man" for the all-volunteer force, Assistant Secretary of Defense for Manpower and Reserve Affairs, Roger T. Kelley, optimistically compares fiscal 1971 enlistments, when there was intense draft pressure and 152,000 men called up, with fiscal 1972 enlistments when draft calls were only 25,000 men.

"Despite the sharp decline in draft pressure," Mr. Kelley explains, "we enlisted more total numbers, with a much higher rate of true volunteerism, with a higher total number of high school graduates, and with other improvements in the quality of the force enlisted than we had in fiscal 1971.

"Many of the dire predictions of the skeptics about what would happen with the diminution and elimination of

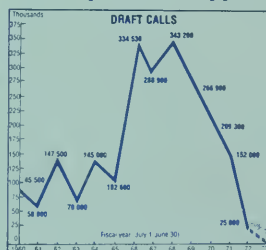
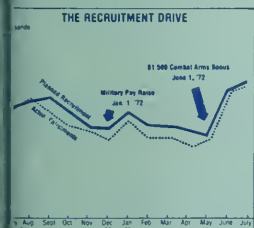
draft pressure simply have not happened."

Countering the skeptics who claim that an all-volunteer force will attract only the poor and uneducated and/or minority peoples, Kelley asserts:

"We regard this poor boy charge as irrelevant. The qualifications for entry are mental, moral and physical, and if kids from a lower socio-economic class meet them, so much the better for them and the Services."

Kelley also notes a significant rise in the number and percentage of enlisting high school graduates—71 percent of June enlistees and 66 percent of July enlistees had high school diplomas.

The expected disappear-



The Defense Department says these pay increases are necessary to induce skilled specialists to enter and remain in the service, while strengthening National Guard and Reserve manpower—currently 1,000 below authorized strength of 972,674—up to minimum levels.

The other impediment to an all-volunteer future, according to Secretary Laird, would simply be "lack of understanding and respect for people serving in the armed forces." This was understood to mean that an all-volunteer force could be made impossible if too many Americans

ance of college graduates from the enlisted ranks (about 5 percent of the total in late 1969) doesn't bother Kelley:

"We don't need college graduates in the enlisted ranks. We do need high school graduates."

Even if these kids are from lower- and middle-income homes, Kelley believes they could do well anywhere and would not be necessarily economically disadvantaged on the outside.

Replying to the charge of a voluntary army being nothing but a "black man's army," Kelley pointed out that the black

CONTINUED ON PAGE 2

LAIRD REPORT OUTLINES PROBLEMS, PROGRESS IN ACHIEVING VOLUNTEER ARMY

In an August, 1972 report to President Nixon and the Chairman of the Armed Services Committees of the Senate and the House of Representatives, titled "PROGRESS IN ENDING THE DRAFT AND ACHIEVING THE ALL-VOLUNTEER ARMY," Defense Secretary Melvin Laird shows how this nation, despite critical manpower problems yet unsolved, is within reach of realizing on July 1, 1973 an All-Volunteer Force composed of 2.3 million active duty and

serve and National Guard effectiveness and credibility, aggravated during the pre-1969 Vietnam buildup, the Guard and Reserve portion of the Defense budget has been increased from \$2.1 billion in FY 1969 to 4.1 billion in FY 1973—the largest single year investment in the Guard and Reserve in our nation's history. In addition, Navy and Marine Reserves have been substantially modernized, Air Guard and Air Force Reserves are being transitioned into more modern aircraft at the fastest rate in their history, and training has been intensified in all Guard and Reserve Components.

ENLISTMENT TRENDS

Despite the sharp drop in draft calls in FY 1972, enlistment levels have been maintained and the proportion of true volunteers (not draft-motivated) among those who enlisted increased from 59 to 75 percent.

During July to December 1971, ground combat enlistments (infantry, artillery, armor) averaged 3,000 a month, continuing at this level into 1972. The combat arms bonus of \$1,500 for four-year enlistments begun June 1st, has been effective in securing longer term enlistments: There were 5,400 June enlistments in the Army, with approximately half enlisting for four years under the bonus program.

QUALITY OF ENLISTMENTS

Despite the sharp reduction in draft calls, the quality of enlistees has remained high—with the exception of the Navy.

High school graduates accounted for 70 percent of enlistments in FY 1972 as compared with 67 percent the previous year. This is a good quality sign since high school grads perform better in their military jobs than those who have not graduated.

And the mental test scores of those who enlisted this past year indicate that quality can be maintained without draft pressure. Considering that the primary market for enlisted

volunteers is among non-college youth of military age, the Services in FY 1972 enlisted a significantly higher proportion of young men in the highest mental categories than is contained in the non-college youth population. There was no decrease in quality, either, as the number of true volunteers increased in FY 1972.

OFFICER REQUIREMENTS

It is not anticipated that the procurement of officers will present a major problem with the ending of the draft. The

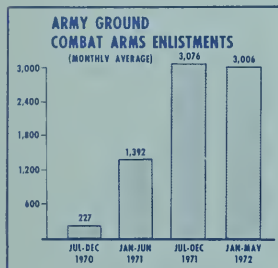
requirements of the Guard Reserve.

3. To eliminate the draft by making military doctors' pay reasonably competitive with that of civilian doctors and by increasing professional challenge of medical practice in the Armed Forces.

Concluding his diagnostic report on the all-volunteer movement, Secretary Laird emphatically concludes:

"The most difficult part of the job lies ahead . . . So may be tempted to compromise the strength of our forces in the haste to eliminate the draft . . . Others may be tempted, in the interest of short range economy, to disapprove the costs associated with the transition from a conscripted to an All-Volunteer Armed Force.

"There is only one way to go. That is to maintain the strength of our military forces while moving to solve the remaining manpower supply problems as soon as possible. We are anxious to complete the job and end the draft by July 1, 1973. To do so, we urgently need support of Congress and the American people."



1 million Selected Reserve Members.

On the progress end of the all-volunteer spectrum, Secretary Laird broke down his discussion into the following broad areas:

LEGISLATIVE PROGRAMS

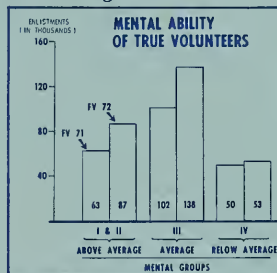
Congress enacted a substantial increase in pay and allowances for the lower-ranking enlisted man, effective November 14, 1971, that more than doubled his basic pay, enabling the military services to compete for young men (and women) in the labor market.

DECLINING DRAFT CALLS

Calls have declined from a 1968 level of 299,000 to no more than 50,000 this year, with draft calls from January to July, 1973 minimized as much as possible, if not avoided entirely. This dramatic decline was made possible by attracting more voluntary enlistees and by reducing the size of the Active Forces from a Vietnam war peak of 3.5 million to 2.3 million in Fiscal Year (FY) 1972.

THE ROLE OF THE GUARD AND RESERVE IN THE TOTAL FORCE CONCEPT

To offset the decline in Re-



military Services met their requirements for 43,000 new commissioned officers last year, and recent legislation increasing the number of ROTC scholarships and subsistence payments is expected to check any serious decline in ROTC enrollment. Legislation has been proposed to Congress to counter the expected shortage of doctors and other specialized officers.

"The great progress that has been made in reducing reliance on the draft must not divert our attention from the essential task of solving several remaining problems," Laird's report continues, and then proceeds to list three problems still facing the Defense Department:

1. To avoid substantial manpower shortages in the Active Forces, including those affecting critical specialties, by a combination of management actions and financial incentives that will increase retention, stabilize the force, and reduce the heavy burden of recruiting new and untrained personnel.
2. To attract qualified volunteers and retain experienced personnel in sufficient numbers to meet the manning re-

PRESIDENT NIXON CONFIDENT

CONTINUED FROM PAGE 1

Army population—presently about 11 percent—is roughly 2½ percent less than the black percentage of the total U.S. population for that age group and that the Army's latest census plans to draw more new recruits into combat arms are attracting probably one or two percent more blacks than the over-all percentage of the U.S. military-age population.

So to sum up: Barring highly unlikely possibility of Congressional refusal to pass the Uniformed Services Special Pay Act of 1972 and/or an overly antagonistic civilian population significantly reducing the number of volunteers, inductions will continue on June 30, 1973.

NATIONAL PRESS REACTION TO DRAFT DEMISE:

Newspaper editorial and columnist reaction to President Nixon's announcement of August 28—prophesying the end of the draft and realization of the all-volunteer army—covered the spectrum from bravos and guarded optimism to cynicism. Here's a brief sampling of fourth-estate opinion nationwide:

THE NEW YORK TIMES, SEPT. 3:

The irony in this admitted... for the youth vote is that abolition of the draft is clearly a bigger promise. The Administration counts on the Selective Service Act and the machinery erected under it remaining intact... A still greater irony in the demise of a draft-free army is that it might well do more damage to American security than Senator McGovern's proposed defense budget cut of \$10 billion over three years... Once draftees now in service are released and all enlistments must be truly voluntary, rather than draft-stimulated, there is reason to doubt that on the present high pay level would entice enough young men from civilian life to maintain a high-quality military establishment of 2.3 million men—particularly in combat times."

THE CLEVELAND PLAIN DEALER, AUGUST 30:

...souring, contentious, divisive element will be gone from American life if military conscription is indeed ended next July 1, as President Nixon says it can be. ... In time of peace or quasi-peace, there demonstrably is no way to make the draft fair, no way to burden young men equally."

THE KNICKERBOCKER NEWS, ALBANY, N.Y. SEPT. 1:

... An all-professional military force, without the heaven-sent effect of civilian soldiers,

could become a powerful political force in itself, and anti-civilian. Civilian soldiers, and civilian direction of the military, are what keep the Army responsive to the people."

LOS ANGELES TIMES, AUGUST 30:

"Frequently before we have expressed sharp doubts about the all-volunteer idea, about its morality no less than its practicality, and nothing has happened recently to alleviate these doubts... the services are short in numbers and, it appears, in talent. Service chiefs say the quality of enlistees has declined along with draft calls... We think there is serious cause for concern in a democracy whenever there is a large professional standing Army free from the civilian influence conscription provides."

Robert Kotzbauer in THE PHILADELPHIA EVENING BULLETIN, AUGUST 31:

"Whatever historians make of the Vietnam War and its effects on this nation, the military draft that fed it manpower must go down as one of the most divisive elements of the times."

ILLINOIS STATE JOURNAL, SEPT. 12:

"In the atmosphere of a campaign year in which the youth vote is regarded as a critical factor, it is hard for anyone in public life to say a kind word about Selective Service. However, eagerness to be on the side of the angels on the draft issue should not lead to false hopes—and inherently dangerous ones that the Selective Service System itself can be abandoned."

NEW YORK DAILY NEWS, SEPT. 5:

"Easing of draft pressures already is having an adverse effect on the Army's back-up forces—the National Guard and the Army Reserve. Once

fully manned and with eager recruits waiting in line, they are now 42,000 men under their combined authorized strength of 660,000 men..."

"We hope President Nixon will not let his enthusiasm for a volunteer force—an ardor that is personal as well as political—stand in the way of a hard-headed evaluation of practicalities when a decision on the draft has to be made."

"In fact, we'd like to see him take a second look at the whole all-volunteer concept which, realities aside, strikes us as an idea of dubious merit."

THE BALTIMORE EVENING SUN, AUGUST 29:

"On balance, it is a goal toward which Congress as well as the President should push."

THE TIMES RECORD, TROY, N.Y., AUGUST 30:

"President Nixon has properly assessed the temper of the American people in agreeing to seek an end to the draft by July, 1973..."

"The military draft system has never been equitable. It seems impossible to make it so in peacetime or in war. Despite the many misgivings, and the inevitable charge the President seeks political advantage in suggesting it now, this may be the time to test the concept of an all-volunteer service."

THE DAILY JOURNAL, ELIZABETH, N.J., AUGUST 30:

"... Filling the ranks of the 2.3 million volunteer Army, Navy, Marines and Air Force will take more than money. It will require new respect for the military forces in this country. And without the draft the chances of persuading enough young men into the Reserves and Guard are pretty slim."

THE PHILADELPHIA EVENING BULLETIN, AUGUST 31:

"Aside from expense and feasibility, the chief arguments of those who oppose the all-volunteer concept have been that it would draw inequitably on the poor and the black, and that it might promote 'Prussianism' in the military."

"Yet, the draft itself has been proved inequitable... And, any danger of military adventurism within the armed services resides not with the rank and file, be they drafted or enlisted, but with the officer corps which is already made up of volunteers."

THE MONTGOMERY, ALABAMA ADVERTISER, AUGUST 30:

"Mississippi Sen. John C. Stennis sums up the whole idea as a 'flight from reality' and says his private poll of active duty servicemen shows 'At least 95 percent said trying to maintain a combat-ready army without a draft was a pure joke.'"

"There are a lot of 'ifs' in President Nixon's dream of an all volunteer military force. It is a dream that most Americans want. But it is reality that we must face."

POPE COUNTY TRIBUNE, GLENWOOD, MINNESOTA SEPT. 7:

"Frankly, we don't think an all-volunteer army, navy and air force will be nearly as successful as Selective Service. Military life and a 'country club' existence are not compatible and when they do become compatible, the armed forces and this nation are in serious trouble."

"We could wind up with the most costly and least efficient military force in our nation's history after next July. Abolishing the draft makes good reading in a political year, but we don't think it's realistic, and we dread the possible ramifications in the future."

Due to uncertainty generated among many registrants and other concerned citizens by President Nixon's August 28 announcement that the draft would end July, 1973, Acting Director Byron Pepitone sent out an identical letter to all State Directors September 6 telling them to distribute form letters—shipped out from National to State Headquarters the week of September 11—to members of both the 1973 First Priority Selection Group (FPSG) with RSN's 1-100 and the 1972 FPSG with RSN's 96-200.

The main purpose of these two form letters is both to clarify the status of registrants who may be unclear as to their vulnerability and to predict their likelihood of being

drafted between now and July 1, 1973.

The first letter, aimed at 1973 FPSG registrants, RSN 1-100, informs them that all of the 1973 FPSG group with lottery numbers 1-75 will soon be ordered to pre-induction physicals and although it is not known yet whether there will be inductions during the first six months of 1973, there is every likelihood that the Army will require some draftees—necessitating induction for some men in the 1-75 group.

If inductions beyond July 1, 1973 are not required, the letter continues, men with RSN's 76 or above will not be called. However, the letter adds, though there is a strong probability that they will not be

called, men with RSN's 76-100 should remember that unforeseen factors might necessitate the continuation of the draft past July 1, and, accordingly, there is a possibility they will be called.

In conclusion, the letter states that barring an unexpected change in military manpower needs, none above RSN 100 face any probability of induction during 1973.

The second letter, sent to 1972 FPSG registrants, RSN 96-200, communicates that 95 will be the highest number called this year, and since their lottery number is above 95, they will not be called for induction in 1972. Unless there is a major mobilization in future years, the letter continues, they will no longer be

eligible for induction.

Elaborating on this, the letter tells the registrants how they will be placed one run lower on the ladder of draft vulnerability each succeeding year after 1972, until their liability for induction ends on their 26th birthday, or, if they have been deferred, until their 35th birthday.

In this letter to State Directors, Acting Director Pepitone instructed that first mailing, priority be given to Letter Number 1 (as sent to 1973 FPSG, RSN 1-75); second priority also be given to Letter Number 1 (but as sent to 1972 FPSG, RSN 76-100); and third priority be given to Letter Number 2 (as sent to 1972 FPSG, RSN 96-200).



CALIFORNIA YOUTH ACTIVITY COMMITTEE MEMBERS CONFERRED WITH PRESIDENT NIXON AUGUST 28 IN CONJUNCTION WITH HIS ANNOUNCEMENT PREDICTING THE END OF THE DRAFT. IN THE HALF-HOUR MEETING AT THE SAN CLEMENTE WHITE HOUSE, THE YACS ADVISED MR. NIXON THAT YOUTHFUL SKEPTICISM OF THE VOLUNTEER ARMY IDEA MUST BE OVERCOME BY A COMPREHENSIVE AND EXTENSIVE INFORMATIONAL PROGRAM. PICTURED, FROM LEFT: MR. CARLOS OGDEN (CALIFORNIA STATE DIRECTOR), ALBERTO GONZALES, JAMES STEVENS, KAY WILSON, JONATHAN CONNOR (CHAIRMAN, YACS), PRESIDENT NIXON, DEFENSE SECRETARY MELVIN LAIRD, LINDA STORLI, MARK ZIMMERMAN AND HENRY KISSINGER.

HOLD THE PRESSES!

SUCCESSFUL AUGUST RECRUITING BUOYS CONFIDENCE IN VOLUNTEER ARMY

August 1972 was one of the best recruiting months in history.

The four military services chalked up 49,379 enlistments, surpassing their objective of 47,810 enlistments to reach the highest recruitment total in 2½ years. By comparison, the average enlistments per month during fiscal year 1972 was 30,893.

For the Army, August was the best recruiting month since September, 1969; for the Navy, the best since 1966. The Marine Corps and Air Force signed up the maximum number allowable.

The significant upward trend in enlistments in June,

July and August is expected to reach a recruiting climax in September—usually one of the best sign-up months—with 50,000 enlistments anticipated.

What is especially gratifying is the percentage of true volunteers (non-draft motivated) entering the service: In August, 1972, approximately 80 percent or nearly 40,000 enlistees were considered to be true volunteers; this is a 44% increase over August, 1972.

Women liberators, note! 1,500 young Ms.' also enlisted during August—an increase of about 400 over the same month in 1971 and a 30 percent in-

crease over the FY '72 average of 1,125 female enlistments per month.

Contributing to the prodigious upswing in enlistments over the past three months is the addition of 6,000 recruiters over the last 18 months, bringing the total number of field recruiters to over 14,000.

Approximately 4,500 recruiting facilities are now in operation (an increase of over 1,000 in a year and a half), and more than one thousand of these stations have been expanded, relocated, or renovated to provide more uniform coverage of the country and make it more convenient for the prospective soldier to

contact the recruiter.

Other plus factors for the recruiting drive are the wider variety of attractive options—guaranteed in writing—being offered young men and women by all of the services, and the expanded informational and advertising program being utilized to inform young Americans about these benefits.

The recruiting momentum of the last several months, shifting into high gear in August, is indeed enabling those dedicated to the realization of an all-volunteer army to "face the future with confidence."

ECOLOGY CORPS CARVES OUT CAMPSITES, TRAILS WASHINGTON

ides of the Civilian Con-
servation Corps of the 1930's!

eteen (at last count) con-
tentious objectors are cur-
rently carving, clearing, build-
ing, and sweating their way
through the state of Washing-
ton, leaving in their wake
new trails, campsites,
observation areas and even
houses.

These alternate servicers
are part of the Conservation
and Recreation Corps, an ex-
perimental group co-spon-
sored by the Washington Dept.
of Natural Resources and the
Selective Service System.
Developed from the office of
the Governor of Washington,
Daniel Evans, and State Land
Commissioner and Natural
Resources Department Head,
John Cole, the group aims
at ecological improvement
throughout the Pacific coast
area. Only California has a
similar alternate service
program.

The Corps, then ten strong,
has exerted its efforts on
Whidbey Island in Puget
Sound, clearing heavy under-
brush, carving out nine camp-
sites and an observation area,
and building—down a cliff-
side—a carefully graded trail
which opened six miles of de-
veloped state beachland to the
public. The Dept. of Natural
Resources wanted to retain as
much of the natural environ-

ment as possible, so the CO
Paul Bunyans weren't al-
lowed any bulldozers—all
clearing was done by hand.

Completing the Whidbey
project in late July, the corps
ranks swelled to nineteen and
split into two groups—making
basic crews for two new pro-
jects: one in Washougal and the
other in Sultan.

The Washougal project, in
the southeastern part of the
state, is being developed in a
hilly, forest area for the bene-
fit of bike riders; the CO's,
eight strong, are cutting out
bike trails and developing
overnight campsites.

Approximately 25 miles
northeast of Seattle, peaks
rise six to eight hundred feet
above the shores of Little
Greider Lake in Sultan where
11 Corpsmen are building a
brand new recreation site at an
elevation of 3500 feet. At a lo-
cation accessible only by heli-
copter or by an hour's hike
from the end of a trail, these
exuberant young men are
clearing and leveling sites for
small tents, building trails,
putting in fire circles, and in-
stalling two "houses of the
crescent moon."

The Little Greider Lake un-
dertaking was recently visited
by Don Eberly, Program Man-
ager for Environmental and
Health Programs for ACTION
—the new U.S. government

social action agency incorpo-
rating VISTA and the Peace
Corps. Mr. Eberly was judging
the Little Greider venture as a
pilot test for a possible "uni-
versal year of action"—a vol-



HARD-HAT 1-Ws, AS PART OF THE
CONSERVATION AND RECREATION
CORPS, BLAZE THE TRAIL FOR FUTURE
GENERATIONS OF NATURE
LOVERS ON PUGET SOUND'S WHID-
BEY ISLAND. IN THE STATE OF
WASHINGTON, THE OUTDOORS-
MAN FACING THE CAMERA IS R. G.
"DICK" MARQUARDT, WASHING-
TON STATE DIRECTOR.

unteer, service-oriented youth
program that would have na-
tionwide applicability. He
observed:

"My visit to Little Greider
Lake was both thrilling and
enlightening. Although it is a
new program it appears to be
already a good model for other
states. The people weren't

treated like hired hands, but
like people who were actually
interested in the environment.
There was a healthy relation-
ship between the supervisor
and the young men, but no
dictatorial authority."

The CO trailblazers will
spend the rest of their alter-
nate service time in eco-pro-
jects like those previously
mentioned, and while job sat-
isfaction in this unusual two-
year stint is not unanimous,
most appear to find it mean-
ingful. Says Steve Pettit, 23,
of Bellevue, Washington:

"I've always enjoyed work-
ing in the woods, and this is a
worthwhile experience for me.
But a guy would have to want
to do what we are doing, or
he'd be miserable."

Washington Alternate Ser-
vice Program head, Col. Wil-
liam Orr, feels "the program
has already proven tremen-
dously successful and the men
are producing at a much
higher rate than civilian crews.
They are obviously highly
motivated."

Adds State Selective Ser-
vice Director Richard Marquardt:
"This work will be a living
memorial long after the Viet-
nam war is ended. I think it's
great."

New Data Communication Handler Program 100% Successful

The daytime transmission requirements for the TC-500 Remotes in all Service Centers have increased to such an extent that less time is now available during daylight hours for the transmission of report data back to all Centers. This increase was caused by the addition of payroll and personnel data to the already existing accounting data that is being included as required input—via the TC-500—from the Regional Service Centers.

One such report that must be transmitted back each day is the Accounting Daily Audit List (DAL). This transmission takes from 1½ to 2½ hours, depending on the previous day's volume of input. To keep from tying up the remotes during daylight hours, the DAL is now being transmitted at night when no one is in attendance at the remote. This feature was added in the new TC-DCH (Data Communication Handler) program by allowing the operator in the Computer Service Center to send a "special signal" down the line to any given remote and turn off (power down) that remote.

At the close of business each day, the remotes are left "ON," and during the night, after the Computer Service Center has processed all input for the day, the DAL is sent back and all remotes are turned off by way of the special signal capability. This feature allows the Service Centers more daylight time for input of required data.

The first "live" test was made Monday, September 11, 1972, and was 100% successful.



PENNSYLVANIA SELECTIVE SERVICE DIRECTOR ROBERT FORD (R) MIGHT BE THINKING, "IT HURTS ME MORE THAN IT DOES YOU," AS HE HANDS AN INDUCTION NOTICE TO HIS BROTHER-IN-LAW, GARY WALAK, 20, OF MARYSVILLE, PA. HE WILL REPORT SEPT. 11. SEE COLUMN BELOW. (UPI PHOTO)

From THE SCRANTONIAN, SCRANTON, PA., August 13, 1972:

NEW VIEW OF DRAFT

"Everyone feels much better about the nation's military draft these days."

The director of Selective Service in Pennsylvania, Robert Ford, could treat lightly and with good humor the calling-up of his brother-in-law. Ford, a young man himself at 32, hand carried a notice to Gary Walak, 20, the brother of Ford's wife and a student at Millersville College.

Knowing full well there is cynicism and a lack of credibility "in the system," Ford obviously desired to take total advantage of a chance to demonstrate that "knowing somebody" does not necessarily mean that one can "beat the draft".

The potential draftee himself, in a further demonstration that Selective Service is not the ogre it used to be, received the notice philosophically. "Other guys have made it, I guess I can put up with it," he said.

Walak, in fact, may become an enlistee instead of a draftee. He's been talking to recruiters as have been many other young men vulnerable to the draft. Nine of 10 men recently sent draft notices in Lebanon enlisted.

The major reason for easier attitudes about the draft is that draftees, thanks to U. S. withdrawal, no longer will be sent to Vietnam, and there also is the prospect, cited by Director Ford, that "there could be an end to the draft by next June."

Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1968. This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Act of 1967, or any other acts of Congress. Communications should be addressed to: Office of Public Information, National Headquarters, Selective Service System 1724 F Street, N.W., Washington, D.C. 20435. For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402—price 10 cents (single copy). Subscription Price \$1.00 per year, 25 cents additional for foreign mailing.



A PULCHRITUDINOUS PIXIE FROM GARLAND, WYOMING, MISS BECKY LEWIS, 17, GETS THE DOPE ON SELECTIVE SERVICE FROM ACTING DIRECTOR BYRON PEPITONE IN HIS NATIONAL HEADQUARTERS OFFICE. BECKY IS THE 1972 DIRECTOR OF GIRLS NATION, A CONVENTION MADE UP OF 100 FEMALE REPRESENTATIVES FROM EACH OF OUR 50 STATES AND THE DISTRICT OF COLUMBIA, BROUGHT TOGETHER IN WASHINGTON, D. C. BY THE AMERICAN LEGION AUXILIARY FOR THE EXPRESS PURPOSE OF HAVING THEM VISIT GOVERNMENT OFFICES AND LEARN FIRST-HAND THE FUNCTION OF OUR AMERICAN POLITICAL SYSTEM. INSERT, BECKY TAKES OVER MR. PEPITONE'S DESK.

COLLOCATION TRANSFORMS IOWA DRAFT

Iowa State Director Henry J. Fleischacker was in high spirits at National Headquarters Sept. 22, as he briefed Acting Director Byron Pepitone on the success of his state's sweeping collocation program.

Interviewed in depth at National's Public Information Office, Col. Fleischacker enthusiastically related how collocation has "dramatically improved my span of management control" and has given Iowa System rank and file "more time to fully understand what they're doing and why they're doing it."

(To avoid any possible misunderstanding, collocation is not consolidation—the former takes place when the administrative sites of two or more draft boards are moved to a centralized location, whereas consolidation means the actual combination of two or more draft boards into one.)

Before the collocation drive began, Iowa was dotted with 99 local board sites, one in every county, with many offices open only two days a week. Some commuting secretaries were serving two boards at once. Col. Fleischacker, who joined the System in 1962, found this twice-a-week scheduling ineffective for two reasons: (1) Many secretaries were spending, in reality, only one day on nuts and bolts work, because the first day was usually taken up in answering letters; (2) Many people invariably visited the board on the day it was closed, and, as a result, were inconvenienced and upset with the System.

Because of these and other unpleasant factors indigenous to an unwieldy structure, Col. Fleischacker began a collocation push aimed at reducing Iowa to 22 sites. As of Sept. 22, he has restricted his operations to 45 sites; and he confidently predicts only 35 sites by November 1.

Under the Iowa Director's plan, not more than five boards are allowed to be collocated at an administrative site, and all collocated boards are open full time, from eight to five. When complete collocation goals are realized, each area supervisor, who was formerly responsible for

up to 25 board sites, will be able to spend three or four days a month at each new collocated site. The benefits of this more concentrated attention by area supervisors are verbalized by one Iowa Executive Secretary:

"Before, we were alone and weren't quite sure what the instructions meant now we can sit down with the supervisor and get it straight. Collocation is leading to greater uniformity."

And another collocation benefit for the local board employees: at many sites, Executive Secretaries will be upgraded or possibly even two paygrades.

Despite the benefits mentioned above, collocation was not all transitionary smooth-sailing for Col. Fleischacker. Lessening the ranks of Selective Service physical plants naturally necessitated some reduction in personnel—25 to be exact, though many of these employees elected to retire. There also was resentment to the changes evidenced by some Iowa employees. Appreciable flak also was generated by members of assorted Chambers of Commerce, who feared losing "a last outpost of the Federal Government" and/or the commercial business brought into town by registrars.

To save young men from a possible long trek to an administrative site for registering, the Iowa System has installed uncompensated registrars in the areas vacated by newly collocated boards. Although finding acceptable registrars proved hard work and, initially, many registration forms were improperly filled out, Col. Fleischacker is quite enthusiastic about this new registrant service. He also hopes to insure that registrars have up-to-date information by urging Executive Secretaries to visit their registrars and establish close personal and supervisory relationships.

Although there have been a few small stumbling blocks, Col. Fleischacker believes total collocation success in the Cornhusker state is inevitable, cheerfully emphasizing that "there's been not one complaint from registrants."



Selective Service NEWS

National Committee Aims for Uniformity by Simplifying Forms

As a System field employee driven up the wall by obscuring forms, you will be pleased to know that you have a concerned friend at National Headquarters: the Forms Management Committee.

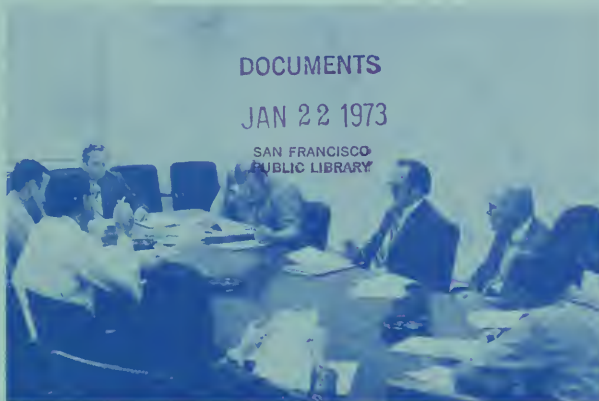
Acting Director Byron Pepitone, Assistant of and personally interested in the problems revolving around System forms, has instructed staff to do everything possible to correct this situation; additionally, he gave impetus to a Forms Management Committee, established April 11, which reports to him and aims to simplify and eliminate errors from the forms distributed to employees throughout the System. It also seeks to reduce duplication of information to the field.

The Committee, which usually meets once a week, is comprised of representatives from National Headquarters representatives from General Counsel, the Information Office, Operations Division, Plans and Analysis, Data Processing Center, Training and the Administrative Services Division. In a brass-tacks sense, the committee reviews all Division requests for new, revised, or discontinued forms actions for Selective Service, although it does not become involved in procurement, distribution or supply. As Forms Committee Recorder Thomas Williams says, "We are interested only in substance, procedures and process."

If the Forms people disapprove a proposal, the originator is informed of this, which sets forth reasons for the disapprobation. At this point, the originator does have a right in that he may submit the proposed proposal to the Director for final determination.

If the form is approved, it is presented to the Director, who issues "order prescribing forms." Once that's done, it's authorized for use in the System, and after a more minor administrative review, the form is printed and distributed to the field.

Two concrete examples of the



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work done by the Forms Management Committee:

(1) A proposal from Operations Division to incorporate the Registration Certificate (Form 2) and the Notice of Classification (Form 110) is being effected, the combined product tentatively called the Status Card (Form 7).

(2) Some information was removed from SSS Form 220 (Record of Results of Armed Forces Examination) to simplify it for processing at the Computer Service Center.

Underlying the Committee's more visible attempts to clear the air formwise, is the basic presup-

position that everyone in the System should be doing the same thing—in short, uniformity should reign in place of a confusing divergence of forms.

Eventually, the Committee will address itself to State Headquarters forms; already their tightening up of forms processes has eliminated the requirements for many State forms.

All System members are urged to direct any suggestions or recommendations in the area of forms improvement to the Chairman of the Forms Management Committee, LTC William Kemp, Administrative Services, at National Headquarters.

8,382 Join Reserves Under New Draft Regulations

To help stimulate recruiting in our Reserve and National Guard forces—40,000 below strength in June—and to give registrants a wider choice of service options, Selective Service, after agreement with the Secretary of Defense, issued a new regulation, effective July 1, 1972, which allows registrants to enlist or be appointed in the National Guard and Reserves after receipt of their induction orders, up to 10 days prior to their induction date.

Here are the latest July through

September figures both for the number of registrants who enlisted in the National Guard and Reserves after receiving their induction orders and for those who did not enlist but submitted to regular induction:

	ENLIST- MENTS	ACTUAL INDUC- TIONS
July 1972	1395	6264
August 1972	4607	9050
September 1972	2380	5254

Alternate Service Program Getting It Together

Alternate Service Program Manager John Barber has been working hard with State Directors during 1972 to make the 1-W program a success, and he feels that August and September job placement figures point to a very successful year. Nationwide, from May through September, Selective Service has assigned 3,059 men to jobs from the 1972 First Priority Selection Group. As of September 30, there were 11,059 1-W's in the United States.

"More men (490) were put into 1-W in September than in any month of the last year," relates Mr. Barber, who also indicates that as of September 29, California and Illinois, respectively the first and third states in size of workload, had no backlog of registrants whose 60 day job-search period had expired. (75% of the 1-0's are in the 15 largest states.)

"Sure, there are uncooperative 1-0's who won't go job searching or even report for interviews," says Barber, "but they are only a small percentage. (With these registrants we usually end up in an open-end commitment from hirers who will take them without a look, even though we do not like to foist uncooperatives onto employers we have had good relations with.) The only way for the program to succeed is for the state director's staffs to make personal calls on prospective employers. No employers are going to bust down the doors at state headquarters—it will take some real salesmanship from people in our System."

The responsibility for 1-0 placement shifted from local boards to state directors under the new draft regs, but Mr. Barber feels that no problems have resulted from this shiftover; in fact, he feels that CO's get more service and better control from state directors, who, from their higher vantage point, naturally

continued on page 4

System Moves Slowly Ahead with Collocation

It appears that Dr. Curtis Tarr's plan for the collocation of local board sites, halted in early 1971 pending the 1971 amendment to the Military Selective Service Act, is being slowly realized.

As you may recall, the former Director of Selective Service became convinced in 1970 that collocation would bring needed improvements to the System, reasoning that centralization of local board sites would make possible increased supervision, thereby improving the uniformity of decisions, the treatment of registrants, and the System's ability to defend itself in the courts. Dr. Tarr also believed that collocation would provide better service to the registrants, save money for taxpayers, keep all board sites open for full eight-hour days, facilitate rapid expansion in

the event of mobilization, and provide the System with an administrative organization flexible enough to maintain contact with local boards during a standby draft.

Plans for the practical implementation of a national collocation plan announced in January 1971 were halted, however, when on March 31, 1971, the House of Representatives voted to prohibit the national collocation plan, but allowing collocation on a case-by-case basis when approved by the State Governor or comparable executive official. This requirement to secure the approval of the State Governor or comparable executive became a part of Section 10(b) (3) of the Military Selective Service Act.

Since then, an increasing number of governors have been amenable to

specific individual collocation recommendations from their State Headquarters. From February 1971 to October 4, 1972, the number of local board sites has been reduced from 3,168 to 2,858—a total reduction of 310 locations.

Barring unforeseen circumstances, local board site contraction will continue in the future. As of October fourth, we have on file authorized or pending requests for moves which, when completed, will further reduce the System by 244 sites—leaving us with only 2,615 locations.

It should be clear from these figures that our System is diligently and conscientiously following both the dictates of Congress and a continuing commitment to further reduce the number of local board sites. I want to reaffirm my present



and future support for this essential movement, and I am sure members of our System family will realize that by maximizing Selective Service effectiveness, collocation working in their best interests.

Byron V. Pepit

Reports Control Program Getting off the Ground "The Bible Works Both Ways Kid!" Department

The August issue of Selective Service News ran a picture of Mr. Clarence E. Boston, Reports and Documents Control Officer at National Headquarters, along with a caption describing Mr. Boston's job as that of creating and supervising a reports control program that will prevent National Headquarters personnel from bombarding State Headquarters with superfluous requests for reports, many of which merely duplicate each other.

In reality, though, that description is just the visible tip of the Reports Control iceberg. Looking at the big picture, Mr. Boston predicts:

"Our eventual goal is to provide necessary information on all reports to their preparing agencies and users within the System. The Program will furnish meaningful suspense dates for submission of reports and data, and elicit better publicity for the contents of each report."

After three months of "sweat shop, pick and shovel" work getting the program off the ground, Mr. Boston is optimistic and feels he has established a base on which to work:

"I've had splendid cooperation from National Headquarters and the Computer Center—people are constantly referring things to me.

To date, the various offices and divisions of National Headquarters have identified 96 interagency reports and 83 internal reports, exclusive of any forms which may be reports."

From this collected information, Mr. Boston has compiled a reference document for recurring reports which now provides: (1) An index to approved System reports, (2) the office, division, or branch responsible for each report, (3) the directive(s) requiring each report, (4) a reports control symbol (arbitrary) for each report, (5) the frequency of each report, (6) identification of the forms used for reports, and (7) a listing of the identified users of printout reports.

In connection with each report requested, the preparing agency must fill out an Application for Approval of Report, from which Mr. Boston will judge if there is any duplication in requests from different units, if data is available from another source, and whether or not the report is really needed. Any new report request must be approved by Mr. Boston, although a rejection can be appealed to Mr. John Dewhurst, Assistant Deputy Director of Administration.

Noting that he sees very few frivolous report requests, Mr. Boston cites the main problem as being the proverbial left hand not

knowing what the right hand is doing:

"The worst thing I've noticed so far is the lack of coordination with what is already available. Suppose somebody wants a report on union recognition in Selective Service; I tell them there's no need, because Personnel Policies and Programs has already done this."

As Automated Accounting and Payroll and the Registrant Information Bank swing into action and as Manpower Administration gears up its programs, Mr. Boston anticipates that much of his work will lie in staving off oddball requests for information from Computer Center people:

"Computer workers will not waste their valuable time finding out the number of left-handed registrants in Kansas. If this kind of information is requested, what I call 'out of cycle,' the requester must go through me, and I will notify him when that report is coming out. If his request is not covered by a report, justification for such a report will be required."

While Mr. Boston realizes the responsibilities entailed in being Reports Control Officer will probably not make him the most popular employee in the System, he feels his program is absolutely necessary in flushing out the clogged arteries of Selective Service communication.

The READERS DIGEST tells the story of a young Mormon who, after completing a two-year mission for his church, received a draft notice during the Korean War. Having just married, he sent a note to the draft board referring members to Deuteronomy 24:5:

"When a man hath taken a new wife, he shall not go out to war neither shall he be charged with a business: but he shall be free home one year, and shall cheer his wife which he hath taken."

The draft board apparently boasted a biblical scholar too, for the draftee shortly received the reply:

"I am a man under authority having soldiers under me; and I shall say to this man, Go, and he goeth; and I say to another, Come, and he cometh; and to my servant, Do this, and he doeth it.—Matthew 8:9.

Nerves, National Guard Take Over New Hampshire State Headquarters

and 1 PM on Sept. 29, 1972, Col. Chellis Call, New Hampshire State Director, answered his phone and was treated to an impromptu protest by an "interested party" from the Dover, N.H. area, who demanded that the Dover to Albany, N.Y. collocation be stopped. The caller pleaded that the Dover area should not be left without a local board installation.

An ordinary type of problem common to many state headquarters, you say? Sure, except for the fact that Lt. Col. Call is not New Hampshire's State Director, the agitated caller, Mrs. Marie Johnson, Executive Secretary of Local Board No. 3 in Keene, did not really care whether the board was collocated to Concord or even to Outer Mongolia.

Mrs. Johnson's complaints were well-scripted beforehand as part of the Command Post Exercise (CPX) conducted by N.H. State Headquarters September 29 and 30, which four National Guard and Reserve officers (both Selective Service Units) invaded state headquarters and two local boards in Concord and Manchester, N.H. in order to simulate a takeover of the draft system. All the National Guardsmen and four Reservists moved from the Concord State Headquarters, while the other four Reservists spread out among the local boards.

On one day, the 29th, these units filled in for regular personnel in slots ranging from State Director to Area Substitute Clerk. The normal staffers didn't take a holiday though; as "umpires," they observed the degree of efficiency displayed by the temporary replacements in running the System running smoothly.

The second part of this CPX, a training session on the 30th, involved these umpires airing their observations on the quality of the staffers' work and rating them satisfactory or unsatisfactory.

In order to insure that the temporary state office staff were subjected to a typical difficult executive secretaries throughout the Granite State were supplied ahead with hypothetical problem situations to call in and challenge the state headquarters substitutes with. Some of these ladies

gave their correct names, some did not. The National Guardsmen, naturally, were not aware of this fakery.

In addition to these phony telephone inquiries, and some unstaged real ones, the National Guard participants (and the Reservists at State headquarters and local boards) had to perform a list of rigorous assignments pertaining to the full-time duties of their assumed positions, with their performances judged and scored by the umpires.

Naturally, New Hampshire's unusual training exercise did not spring fullblown from nowhere; it evolved in logical progression from State Director F.B. McSwiney's realization late in 1971 that recent changes in System laws and regulations necessitated National Guard and Reserve Selective Service units becoming more involved in System operation as it neared and entered a standby status. As Lt. Joseph Lacroix, State Headquarters Training Officer, says: "Because we're going into a standby draft, the efficiency of our attached Reserve and National Guard units is of utmost importance. If suddenly there is a national emergency and we go into heavy induction, we would have to go from our present seven to 20-plus locations."

Acting on the realization that the integration of Selective Service and its attached Guard and Reserve units was becoming increasingly necessary, both of the units began drilling together, and a member of the state headquarters staff started coming to all their meetings. These training sessions began to resemble a classroom wherein took place many practical exercises involving new regulations.

During the late spring of 1972, it was decided that both units would undergo a CPX to determine their efficiency, and almost all training from then on was geared to accomplishing satisfactory CPX results. Each unit member was provided with the most current training manual and with other operational literature on a daily basis.

Two drills, prior to the CPX, position assignments and their attendant job descriptions were given to each unit member along with a list of references in the Registrant Processing Manual, Local Board Fiscal Manual, Federal Personnel Manual and Personnel



Mrs. Eleanor Wood, area substitute clerk, looks over the shoulder of Reserve Captain Jesse Trow as he instructs a registrant inside local board No. 7 in Concord, New Hampshire. Cpt. Trow replaced Mrs. Wood during the Reserve and National Guard "Take-Over" of the N. H. Selective Service System.

Manual with which he has to become familiar.

In the drill just before the CPX, unit members were given the opportunity to ask questions of state headquarters staff people concerning their individual assignments, and were allowed to practice on equipment they would be using during the exercise.

Major General McSwiney feels the CPX went off better than expected, and in the critique and evaluation session the day after, each

participant received a satisfactory score from his umpire.

All unit members involved felt that the CPX was most valuable in that it added realism to their training mission. This feeling was succinctly put by Reserve Captain Jesse Trow of Concord, who filled in the slot of Area Substitute Clerk:

"You can read all the books you want to, but until you sit down and actually take a registrant through registration, you don't know what's going on."

1972 A Banner Year for Air Force Promotions

The Department of the Air Force recently notified Selective Service that in 1972 one officer had been selected for promotion to full Colonel and ten had been picked for Lt. Colonel.

This report is extremely encouraging, considering that Air Force officer promotions within the System from 1967-71 numbered only two—both to Lt. Colonel.

Those picked for promotion:

To Colonel:

SOSCIA, Louis J.
New York City Hdqtrs.

To Lt. Colonel:

CARLSON, Henry A.
California State Hdqtrs.
CORMAN, Nathan H., Jr.
Virginia State Hdqtrs.
DAVIS, Irving C.
Connecticut State Hdqtrs.
HAYWARD, Douglas B.

Utah State Hdqtrs.
KENYON, Forrest L.
National Hdqtrs.
LARSON, Elmer J.
Iowa State Hdqtrs.
MADSEN, Albert A.
California State Hdqtrs.
TORBET, Robert P.
Region VIII
WALKER, Albert H.
California State Hdqtrs.
WALLER, Harvey F., Jr.
North Carolina State Hdqtrs.

As regards the Army, substantial increases in promotions have shown up in the last three years, as compared to the 1967-69 period. Forty-seven have reached full Colonel and 34 have moved into Lt. Col. status in the 1970-72 period, as compared to only eleven full Colonels and eight Lt. Col. promotions in the 1967-69 time frame.

California Ecology Corps Comes into Its Own

"After one year of operation, the California Ecology Corps now finds itself in the healthiest condition that it has been in since its inception," claims a California State Headquarters publication in describing the organization authorized by an April 27, 1971 executive order of Governor Ronald Reagan to perform conservation and ecology-type work for the state and provide "meaningful alternate service work for conscientious objectors." (see Selective Service News, March 1972)

The September 1972 issue of Selective News relates how the Ecology Corps, now 300 strong, found the going rather rocky in its first year of existence, but has now hit its stride.

All of the five ecology centers are now filled to capacity, and two new centers are being opened, one near San Luis Obispo and the other near Klamath; it is anticipated that others will be opened when needed. Washington is the only other state with a similar CO ecology organization (see Selective Service News, October 1972).

The intrepid CO's of the Ecology Corps, according to the Selective News, have fought practically every major fire in California this year and, in addition helped save the community of Isleton after the Sacramento-San Joaquin River levee broke. In the latter emergency, the Corpsmen were given the task of filling the sandbags to be used in building a levee around the town. Where it would have taken most work crews an estimated two days to fill the needed sandbags, the California I-W's packed the bags in only two hours and by day's end had constructed the whole levee.

In addition to these emergency duties, the Ecology Corpsmen have fielded a mobile and fully equipped mountain rescue team operating out of the Calaveras Ecology Center and serving the whole state. The team has already performed numerous rescues involving climbers and hikers who have been trapped or injured.

As mentioned earlier, the Ecology Corps faced some tough obstacles in its germinal stage: The date on which the Corps was



California Ecology Corpsmen fight fire near San Luis Obispo.

launched, July 1, 1971, unfortunately coincided with the expiration of President Nixon's authority to induct. Therefore, it was almost six months before the induction authority was restored and new regulations were written allowing the assignment of CO's to the Ecology Corps. On top of this, the Corps met a great deal of opposition throughout the country from draft counseling and resistance groups, who felt the ecology center's group orientation and dormitory-type living conditions too closely resembled a military atmosphere and were reminiscent of old World War II CO confinement camps. But the Corps diligently surmounted these bottlenecks and survived, and it's a good bet that many California citizens like those in Isleton are mighty grateful it did.

Alternate Service continued from page 1

get a better perspective on job opportunities in their own and other states, and have more staff and time available to make contact with prospective hirers.

"Local boards," Barber comments, "just did not have time to address themselves to the needs of I-O's; they never were geared up to handle the problem of employer contacts and putting men into jobs. Their activity was mainly a letter-writing effort that attempted to convince registrants to do something."

Looking into the future of the alternate service program, Mr. Barber sees his main thrusts as making the treatment of I-A's and I-O's perfectly equitable and placing into an appropriate job every reached I-O registrant.

The Draft Has Nothing To Do with Slavery

The following is excerpted from Ben Maidenburg's column in the October 8 edition of the Akron Ohio Beacon Journal:

"Recently the Beacon Journal published an editorial in which it pondered whether the U.S. should do away with the military draft. Subsequently a letter to the editor proclaimed: 'Draft? Conscription? National Service? Let's dispense with the euphemisms and call it what it is—involuntary servitude, slavery.'"

No one has invited me, but I'd like to stick my nose into the discussion.

Largely because of the Vietnam war and the attendant burnings and bombings and marchings, the "body" of the military draft has been laid out on the doctor's table and in a rather hysterical diagnosis many have pronounced a verdict of "diseased beyond hope."

How much of this verdict came about because the critics really felt it was so, and how much was in deference to thousands of deserters, I don't know. But my judgment is that the votes of the deserters and their sympathizers, old and young, were overwhelming in the final political analysis.

After all, no one really wants to be stamped a coward—which is a euphemism for deserter. So we conjure up this formula; the war is wrong, thus the use of soldiers is wrong and thus the draft is wrong. This may not be a very objective piece of mathematics, but there you are.

By now you may have deduced that I quite disagree with the politicians who are promising an end to the draft.

Before I get to that topic directly, permit me the comment that, of late, there have been too many taking the attitude that giving of ourselves to the nation in any way, except where it suits one's personal and private notion, is servitude or

slavery. Or worse.

(Isn't it fascinating that nowhere you aren't permitted to a short walk without a police mit frequently are admired by same who sniff and snort at relative liberties?)

Too many are taking the crude philosophy that "If I like campus military training burn down the ROTC building don't like the draft, I'll put match to the draft records, don't agree with Law X or Law Y, I'll signify the same by blowing the rest rooms in the nation's Capitol."

And now we come to the universal military draft. Our letter the editor writer argued that "no individual has the right to justice slavery, no group of individuals calling themselves 'the public society' or 'Congress' can act that right."

The letter writer said that "every is the use of force or coercion to compel one man to give products of his efforts, abilities action to another. This includes ultimate action—the risking of life."

Well, this holds about as near water as the historic sieve.

Let's carry this argument to other areas. For example: Taxation. If the State Legislature or the Congress decrees a larger bite of my check, isn't that compulsion to the products of my efforts abilities and actions to another?

And isn't that, then, slavery? The letter writer's definition could go on with hundreds examples of this sort.

My point is that if the draft slavery, then so is EVERY other piece of legislation.

The letter writer says, "Either man has the sovereign right to own life or he does not—there is middle ground . . ."

I'd like to see that tried. The result would be complete anarchy, nothing less."

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This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Act of 1967, or any other acts of Congress.

Communications should be addressed to: Office of Public Information, National Headquarters, Selective Service System 1724 F Street, N.W., Washington, D.C. 20402—price 10 cents (single copy). Subscription Price: \$1.00 per year; 25 cents additional for foreign mailing.



Selective Service NEWS

System Personnel Revise Registration Procedures

Local board and state headquarters forces throughout the nation have joined with the National Headquarters staff in redesigning registration forms and procedures scheduled for introduction in January 1973. The goal of these revisions is reduction of work for local board clerks in processing new registrants. The changes include:

- Elimination of the Registration Questionnaire (SSS Form 100)
- Revision of the Registration Card (SSS Form 1)
- Combination of the Registration Certificate (SSS Form 2) with the Notice of Classification (SSS Form 110) to create a new form: the Status Card (SSS Form 7)
- Revision of the Registrant File Folder (SSS Form 101)
- Preparation of the SS Form 101, but only for those registrants about whom the local board receives written information or whose RSN's are below the Administrative Processing Number (APN) established for their year of vulnerability.
- Revision of the Current Information Questionnaire (SSS Form 127)

In planning such far-reaching changes, it was decided to make full use of not only the expertise available among the National Headquarters staff, but also of the know-how present at all levels of the System. As a result of this decision, local board and state headquarters people contributed to the project in four major ways.

First, they offered their ideas. Not only did these ideas identify problem areas in need of change, they also provided innovative

solutions to problems inherent in registration processing. Second, these individuals helped in the actual design of the revised forms. For instance, a Kentucky local board executive secretary designed the new Registrant File Folder (SSS Form 101), while a former Ohio local board clerk now on the National Headquarters staff helped with the design of the other forms. Third, numerous local board clerks, executive secretaries, area supervisors and state headquarters employees reviewed the initial lay-

outs of the revised forms, offering their evaluations of the designs and their suggestions for further improvements. Fourth, local boards in California, Illinois, Michigan and North Carolina tested several of the new procedures to determine whether they would work and whether modifications were needed before they were introduced nationwide.

Much has been accomplished through this united effort. Potential problems with the forms and

Continued on page 4

"Aids" to Insure System of Prompt and Correct Paychecks

During the past few months Manpower Administration and Computer Service Center forces have been working together to develop an Address Information and Directory System (AIDS) that will insure Selective Service paychecks are sent on time, drawn in the correct amount and delivered to the right place.

The heart of AIDS is AP Form 901 (Change of Address or Status)—already in effect—which is designed to eliminate the former haphazard method of using letters and memos to notify the System of changes in informational records.

Form 901, distributed throughout the System and obtainable from state headquarters and service centers, will provide the fully-automated AIDS with an up-to-date timekeeper and local board directory, uncompensated and compensated address lists and Reserve officers information bank. The AIDS listing will soon be expanded to include thousands outside the System who receive public information materials, and when completed, will boast over 70,000 addressees.

The new procedure is simple: The back of Form 901 contains all the instructions needed to fill in the information required to report a change, and when completed, the form is merely sent through state headquarters to the nearest service center, where the new data is speedily relayed to the Computer Service Center in Washington.

The importance of Form 901 to all compensated employees is well-illustrated by the timekeeper situation. Time and attendance

(Continued on page 4)

Illinois Deputy State Director Picked for Infantry Officer Hall of Fame

A new portrait hangs in the Infantry Officer Candidate School Hall of Fame at Ft. Benning, Georgia—that of Colonel George A. Stewart, Deputy State Director of Illinois. Col. Stewart was inducted into the Infantry Hall of Fame on Oct. 20, 1972, joining 611 other Officers Candidate School Graduates who have received this honor.

A native of Tennessee, Col. Stewart was commissioned a Second Lieutenant on Oct. 26, 1943, and served as an infantry officer with the 30th Infantry Division throughout five major campaigns in Europe. He was awarded the Bronze Star medal with one oak leaf cluster, the Purple Heart with one oak leaf cluster, the Combat Infantrymans Badge, the European Theatre of Operations (ETO) medal with five campaign stars, and the Presidential Unit Citation.

After World War 2, Col. Stewart graduated from John Marshall Law School and received

an LLB degree. He has been assigned to Illinois State Headquarters since November 1954.

Col. Stewart has a wife and two sons, and is planning to retire on March 31, 1973.



System Criminal Cases Up 13.3% In FY 1972

The number of Selective Service criminal cases filed (indictments returned) continued its upward trend in Fiscal Year (FY) 1972 (5,142 filings), though at a decreased rate, with a 13.3% increase over FY 1971 (4,539 filings) according to the FY 1972 Annual Report of the Administrative Office of the U.S. Courts. While the 1972 figure represents

a twentyfold increase over the 251 criminal filings in FY 1961, it falls short of the 22% increase for the same offense recorded in 1971—indicating a leveling off of draft offenses as induction calls dwindle. Draft cases constituted 10.9% of all criminal cases filed in U.S. District Courts.

Of the 4,906 defendants prosecuted in FY 1972, 2,937 were

dismissed (usually about 80% submitted to induction in lieu of further prosecution), 327 acquitted, and 1,642 were convicted and sentenced. Of this latter number, 458 were imprisoned (average sentence: 22 months), 1,178 were put on probation and four were fined. Selective Service criminal cases pending (under indictment) as of June 30, 1972,

numbered 5,424, a 2.2% increase over 1971.

The Annual Report cited other draft statistics showing that 281 Selective Service civil cases were filed in FY 1972—a 59.6% decrease from the 695 in FY 1971. Of the total 389 civil cases terminated in FY 1972, only 240 involved court action, and only 4.6% ever reached trial.

1972 IN



JANUARY

Federal Register publishes proposed regulation concerning appearance before local and appeal boards, request for personal appearance or appeal, pre-decision appearance for CO and hardship requests, adverse decisions, post-induction order reclassification requests, registration, leaving the U.S., and extended liability. Major proposed changes included: (1) the registrant's right to appeal an adverse local board decision, and (2) a 15-day limit on requests for personal appearance or appeal (but permitting the local board to grant an extension when a registrant demonstrates that his failure to respond during allotted period was due to circumstances beyond his control).

Press Release 72-2 announces the fourth annual draft lottery is scheduled for February 2, 1972, to assign random sequence numbers to the First Priority Selection Group of 1973.

Defense Secretary Melvin Laird announces the Dept. of Defense will not levy any manpower calls on Selective Service for the first three months of 1972.

Special Call No. 46 for doctors and osteopaths is terminated.

FEBRUARY

The temporary 1-H cutoff number for the 1972 FPSG is established as RSN 200 by Temporary Instruction No. 631-2 (app. 2 SS RPM).

The Management Evaluation Group is established, replacing the old Inspection Services Division, and elevated to management status.

Press Release 72-3 publishes registrant administrative actions affecting 11,000 men whose outstanding induction orders are cancelled and 115,000 members of the 1972 Extended Priority Selection Group to be reclassified into the less vulnerable Second Priority Selection Group.

Temporary Instruction No. 660-1 directs implementation of the CO work program.

Defense Secretary Laird hints draft may be used to support National Guard and Reserves.

Col. Jack D. Kaufman becomes State Director of Maryland, after Major Humphrey May, Jr., had served as Acting State Director, following the death of Colonel James L. Hays III.

Dr. Curtis Tarr testifies on the modernization of the Selective Service System before the Senate Judiciary Subcommittee on Administrative Practice and Procedures.

MARCH

Supreme Court carefully qualifies the right of registrants to bring civil suits against the System in *FEIN v. SELECTIVE SERVICE SYSTEM LOCAL BOARD NO. 7 OF YONKERS, N. Y.*

Secretary Laird asks the System to deliver 15,000 men for induction during April, May and June 1972.

Dr. Tarr appears before the Senate Armed Services Subcommittee on the Volunteer Armed Force and Selective Service, testifying on the administration of the provisions of the Selective Service Act.

Dr. Tarr speaks before the House Subcommittee on HUD (Housing and Urban Development),—Space—Science—Veterans, Appropriations Committee.

Selective Service National State Directors' Conference—the only one held while Dr. Tarr was in office—convened in Washington, D.C. Awards were presented to outstanding people in the System.

Combined call for April and May announced, using candidates with RSN's 1-15. This was the first implementation of the Uniform National Call.

APRIL

Headquarters Order No. 3.72 announces the formation of a Forms Management Committee at National Headquarters.

The Selective Service National Personnel and Fiscal Conference is held in Denver, Colorado.

Headquarters Order No. 4.72 describes the function and gives the membership of the Selective Service National Policy Committee. Its function is to conduct a continuing study of System administration.

After confirmation by the U.S. Senate, Dr. Tarr assumes new post as Under Secretary of State for Coordinating Security Assistance Programs.

Federal Register publishes proposed amendments to Selective Service Regulations concerning Public Information.

In *STEPHEN H. GARDINER v. CURTIS W. TARR*, Federal District Judge rules in favor of 1-O registrant plaintiffs who complained that they were ordered to perform compulsory service at a time (first three months of 1972) when all registrants classified 1-A and 1-A-0 were not being ordered to report for induction and were, in fact, being placed in a selection group making it virtually certain that they would not be ordered for induction.

MAY

Former Selective Service Deputy Director Byron V. Pepitone assumes the role of Acting Director of the System, replacing Dr. Curtis Tarr.

Internal Security Division of the Justice Department advises all U.S. Attorneys that legal questions arising from System litigation should be discussed with Regional Counsels rather than State Directors.

All eligible men with lottery numbers 1-35 who were not already issued induction orders for April or May are issued orders with June reporting dates.

Temporary Instruction No. 632-6 establishes RSN 50 as the induction ceiling for July.

Seven new informative brochures naming young men of their draft and responsibilities—expanded and written to include all changes in 1971 amendments to the Selective Service Act and all implementing regulations—are sent out to state quarters for subsequent distribution to local boards.

The Defense Department says it will not draft any more doctors for rest of 1972.

JUNE

144 nationwide Operations per come together for the second National Operations Conference in Washington, D.C. The Selective Service "B" the Registrants Processing Manual the springboard for training an cushion.

Mr. Thomas Bonner becomes Louisiana's state director, replacing James J. O'Donnell, Jr.

All prime draft candidates with numbers 1-75 are issued orders August reporting dates.

New regulation permits registrants scheduled to be inducted after July to enlist or be appointed in National Guard or Reserves receipt of their induction orders up to 10 days before the scheduled date of induction.

Flooding conditions wrought by Hurricane Agnes cause temporary down of some local boards in Virginia, Pennsylvania and New York State.

President Nixon announces that draftees will no longer be assigned duty in Vietnam unless they volunteer.

State Directors Committee on Employment Opportunity meet at National Headquarters to discuss and appeal board minority representation.

JULY

System announces that the lottery ceiling will remain at RSN

REVUE

war to meet the September call
(B) men.

Training Conferences, designed
tain policy procedures set forth
new Registrants Processing
are kicked off throughout the

Edward J. Henderson becomes
State Director for New Jersey,
Col. Harold Hoenig.

Raymond A. W. Chisholm be-
comes Acting State Director for
New Jersey, replacing Col. William J.

July 3, is the first time
all checks for all compensated
jobs are handled completely by
Selective Service System, using its
E500 computer.

collision two miles north of
e, N.C. ends the lives of Lt.
lie W. Faison, N.C. Deputy
Director, and his wife, Daisy.

case of THOMAS T.
ER v. SELECTIVE SERVICE
LOCAL BOARD NO. 76 OF
RHODE ISLAND, the U. S. Court of
Appeals for the Seventh Circuit
has ruled that the court order of one
Judge cannot bind the System
in processing of all similarly
situated registrants outside the bound-
ary of the judge's district.

TO ALL STATE DI-
RECTORS NO. 510.9 announces
the Jobs for Veterans
Act and outlines special recogni-
tion participation in and pro-
cessing of it.

Nixon reaffirms his com-
mitment to ending the draft by June
1973 and instituting an all-volun-
tary.

MBER
draft ceiling for 1972 is set at
15, bringing the total of men
drafted in 1972 to 50,000.

Ernest Donald Fears, Jr., 40, Virginia
State Director and the first black state
director ever nominated by a Gover-
nor, resigns.

14 draftees go to Munich as members
of the U.S. Olympic Team—four bring
back medals.

Due to uncertainty generated by
President Nixon's end-the-draft speech
of August 28, Acting Director Byron
Pepitone distributes form letters to
members of both the 1973 First
Priority Selection Group (with RSN's
1-100) and the 1972 First Priority
Selection Group (with RSN's 96-200),
clarifying the status of registrants who
may have been unclear as to their
vulnerability, and predicting their like-
lihood of being drafted before July 1,
1973.

Mr. Linwood G. Wilhelm is appointed
Acting State Director for Virginia,
replacing Ernie Fears.

OCTOBER

Lt. Col. Robert W. McBrier is ap-
pointed new Acting Director for
Rhode Island, replacing Col. Lloyd
Charles Wilson who retired.

The First Annual Report of the At-
torney General for Fiscal Year 1971 on
Federal Law Enforcement and Crimi-
nal Justice is issued. In his section
on Selective Service System Law En-
forcement, the Attorney General
endorses the System's program and
continues to support its purpose.

NOVEMBER

Alternate Service Work Program
Officers convene in San Antonio,
Texas—in the first meeting of its
kind—to lay the groundwork for the
new I-W program.

Mrs. Sylvia E. Rosemergy is appointed
Federal Women's Program Coordinator
for the System, insuring that females
will be offered the same employment
and promotion opportunities as their
male counterparts in Selective Service.



3

SYSTEM PERSONNEL

Continued from page one

procedures were identified and eliminated in the planning stages, and this will hopefully reduce the need to make further changes once the program has been implemented. Forms have been designed to be equally helpful to local boards as well as state and national headquarters, while procedures have been modified so that local board registration work is reduced to a minimum—while concurrently fulfilling the requirements of the law.

However, despite the extensive efforts in planning this project, it will likely contain certain aspects which can be further improved upon. As Mr. Daniel J. Cronin, Assistant Deputy Director for Operations, has said, "I hope that as local board and state head-

quarters personnel use these new forms and procedures they will let us at National Headquarters know of ways they can be made even better."

What should the final result of this close cooperation be? Hopefully, a smoothly operating, System-wide designed program, of which all members of the Selective Service System can be proud.

"AIDS" TO INSURE

Continued from page one

cards are mailed directly from Washington to the timekeeper's latest available address of record; but if this address is not correct, the rest of the procedure could fail with resulting bogdown of paycheck distribution. Whereas the former hit-or-miss method—in which timekeepers had to sit down and compose letters or

memos to National Headquarters informing payroll of address or status changes—proved inadequate, the AIDS now provides timekeepers with a clear, simple and standardized method of reporting numerous record changes (Form 901) and a channel through which this vital information can bypass National Headquarters and reach the Computer Service Center as quickly as possible.

More than just recording changes of address or status, however, the AIDS will generate a number of analytical reports about the System, and it is currently being used to keep track of the new addresses of collocated and consolidated boards.

In conclusion, Mr. James Conley, Manpower Administration Personnel Liaison for Data Systems and one of the guiding lights of the AIDS, kindly urges all System employees with new address information to "do it right, do it fast, use the AP Form 901. Try it, you'll like it." (The current 901 Form will be replaced within the next several months with an OCR form, of which the original will be mailed directly to the Computer Service Center.)



MR. EMANUEL M. KLINE proudly holds the Federal Government Paperwork Management Award he won October 18 for his outstanding contributions as Manager of the Administrative Service Division at National Headquarters. Pictured here at the Paperwork Awards Luncheon in Washington, D. C. are (from left): Mr. Rod Kreger, Deputy Administrator, General Services Administration; Mr. Kline; Acting Director Byron Pepitone; and LTC William L. Kemp, Administrative Support Manager at National Headquarters.

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Got Any Odd or Amusing Letters In Your Files?

A collection of some amusing and interesting letters found in draft boards is being compiled in a new book tentatively entitled **DEAR DRAFT BOARD**, by Army Reserve Colonel Stanley M. Ulanoff, currently a professor at the City University of New York and author of 17 books on military subjects.

Col. Ulanoff, whose father was chairman of a board in Brooklyn, N.Y. from the start of World War 2 through the Korean War, would greatly appreciate System employees seeing him any curious, mad or amusing letters from the public which may reside in their files—really, any identification of a person who wrote the letter, any person mentioned in the letter, must be omitted. Ulanoff emphasizes that the will be done in good taste and not to cast Selective Service in a bad light.

As a tribute to Selective Service as it enters a standby status, Col. Ulanoff hopes to publish **DEAR DRAFT BOARD** by July 1, 1973, so please send any of your gems as soon as possible to:

Col. Stanley M. Ulanoff
17 The Serpentine
Roslyn, NY 11576

American Youth Overwhelmingly Endorse All-Volunteer Service

ALTERNATIVE CONCEPTS IN MILITARY SERVICE

Human Resources Research Organization of Alexandria, Virginia is issuing a report on the **ATTITUDES OF YOUTH TOWARD MILITARY SERVICE**, based on surveys conducted by New York-based Gilbert Youth Research, Inc. on the reactions of a representative sample of America's youth toward the concepts of an all-volunteer force, compulsory national service (men and women), and the present draft system.

The report compares three similar surveys conducted by Gilbert Research in May 1971, November 1971, and June 1972. In each of these surveys, the

youth respondent was asked whether he favored one of the four following alternatives for maintaining the armed services: (1) an all-volunteer military service, (2) compulsory national service for men, (3) compulsory national service for both men and women, and (4) the present draft system. Alternatives were presented one at a time—for absolute evaluation—and the choices were presented under two conditions: (a) at present, and (b) during peacetime. The percentage endorsements for each of the four alternatives are presented in the following table:

ALTERNATIVES	Percent Endorsing Concept							
	At Present				During Peacetime			
	May 71	Nov 71	June 72	May 71	Nov 71	June 72	May 71	June 72
Compulsory National service for men and women	16	21	19	18	21	18		
Compulsory National service for men only	20	22	18	15	18	14		
An all-volunteer military service	72	75	76	82	84	84		
Continuation of the present military service draft system	22	23	25	15	14	13		

As evidenced by the preceding data, our nation's youth substantially endorse the all-volunteer concept, while a slight decline in endorsement of the concept of compulsory national service was noted in June 1972 compared to November 1971.



Selective Service NEWS

DOCUMENTS

73 Draft Limit: 5,500 Men, No Draft in January, February

MAR 16 1973

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PUBLIC LIBRARY

January 8, in a final report to Congress before leaving his post as Secretary of Defense, Melvin Laird announced that no more than 5,500 men would be drafted in 1973. Having already declared in 1972 that there would be no draft in January and February, Secretary Laird said that the draft call would be less than 5,000, and that in April, May and June (the draft is scheduled to end on June 30) no more than an average of 5,000 monthly will be needed. This information is of special interest to those in the 1972 Extended Priority Selection Group (EPSG). While these men will not be inducted in January and February, they may receive notices of induction (starting with RSN 1 and ending with RSN 10) in February if March inductions are deemed necessary.

On November 30, 1972, Operations Division at National Head-

quarters estimated there would be 68,552 men entering the 1972 EPSG, but, due to preinduction and induction test failures and various delays, only 7,650 may actually be available for induction during the Extended Priority period.

Included in the EPSG are those men whose inductions were postponed January or February, but whose orders were cancelled on January 2. Whereas in the past their postponements were extended month by month, they will now be considered in the EPSG, which will be the first group called if there are inductions in March or later months.

Secretary Laird also was quoted in his final Congressional statement as saying, "No one at this point can guarantee absolutely that the United States will be able to maintain an all-volunteer force for the indefinite future."



Late President Harry Truman looks delighted on receiving a Selective Service Medal on January 21, 1946 from General Lewis B. Hershey, at that time System Director. President Truman's medal was awarded during a White House ceremony in which the Chief Executive honored hundreds of uncompensated Selective Service employees throughout the country for service above and beyond the call of duty. After being "pinned," Mr. Truman turned to General Hershey's wife and said, "Your old man surprised me. Now I'm going to surprise him." He then proceeded to award Hershey the Army's Distinguished Service Medal.

Operations Division Seers Call 'Em Right Truman Mourning Gives Reprieve to 300 Inductees

When the Uniform National Call went into effect across the country on March 8, 1972, there was a lot of uneasy souls in Operations Division at National Headquarters. They were used to the old call system whereby National Headquarters merely told a State Director how many men to call, based on the number of registrants available in that state. Lacking experience as to how many registrants would be brought in by a selected group of random inductions, Operations Division nevertheless diligently implemented the Selective Service's new attempt at inducement equity. They were moving ahead, as one observer put it, "by the seat of their pants."

But 1972 year-end figures proved Operations Division was more than equal to the task. The Defense Department requested 50,000 men for Selective Service in 1972, and Operations Division responded with a call for 49,333 actual inductions.

The Defense Department April, May and June 1972 call of 15,000 was nearly realized by 14,268 inductions, and the number of actual inductions from July-December 1972, 34,700 men, came even closer to DOD's 35,000-man request for that same period.

The expertise in calculating the RSN-to-manpower ratio comes, naturally, in figuring how many numbers to reach to induct the number of men wanted. Complicating Operations' basic problem of figuring out the number of registrants per RSN number in the 1972 First Priority Selection Group were four highly variable and unpredictable factors:

1. **REJECTIONS** Physical, mental, or moral rejections ran as high as 58% at preinduction and 21% at induction physicals.

2. **NO-SHOWS** Those who, without reason, simply failed to report for induction approximated 11%. (Most of these men have legitimate excuses.)

3. **REGULAR, RESERVE AND**

GUARD ENLISTMENTS Besides Regular Armed Forces enlistments, the new System regulation allowing registrants to enlist in the Reserve and National Guard after receipt of their induction orders and up to ten days prior to their induction date resulted in the loss of 17,541 1-A's in the July-December period.

4. **FLOW-IN** People were constantly — in a fashion which did not permit accurate predictions — "flowing into" the First Priority Selection Group from deferred and Reexamination Believed Justified (RBJ) status, along with those whose procedural rights had been terminated, thus making them inductable.

All in all, when one considers that of those who became eligible for processing for induction in 1972 only about 10% were actually inducted into the Armed Forces, all System members should join with the Selective Service News in giving Operations Division an honorary crystal ball and a well-deserved pat-on-the-back.

Truman Mourning Gives Reprieve to 300 Inductees

Due to the death of our 33rd President, Harry S. Truman, on December 26, 1972, and the subsequent closing of AFEES and all Federal installations as part of the Dec. 28 day of mourning, appropriate local boards throughout the country were notified to cancel the orders of approximately 300 registrants scheduled to be inducted or to report for alternate service on the latter date. These 300 men were placed in the 1972 Extended Priority Selection Group on January 1.

Although regular inductions were suspended during the Christmas-New Year holiday, December 28, the last call of 1972, had been set up especially for delayed inductions.

Any authorized costs incurred by registrants not notified of the induction cancellation will be reimbursed by the Selective Service System.

On New Registration Procedures

As the New Year of 1973 sees our System entering a standby status, registration will definitely remain an integral part of our responsibilities.

Every year nearly two million young men fulfill their duties as American citizens by going through our registration procedures. Unfortunately, signing up this prodigious amount of manpower consumes an enormous amount of employee time and, indirectly, American taxpayer dollars; fortunately, however, we are introducing a new registration program in January to help alleviate this problem and make registration as simple a process as possible. This new policy will encompass five significant changes:

First, the Registration Card (SSS Form 1) has been slightly revised, allowing the registrant to complete the Registration Card himself, with the local board clerk checking only to ensure completeness and to validate it with her signature. This new procedure should reduce the time spent with each registrant from ten to three minutes, and should pro-

vide the whole System a yearly savings of over 200,000 man-hours.

Second, the Registration Questionnaire (SSS Form 100) is being completely eliminated, freeing the registrant from having to complete this long and complicated form. Since local board people will no longer have to mail or issue this form -- and then review it for pertinent information when returned -- the System will save approximately 200,000 man-hours annually.

Third, the Registration Certificate (SSS Form 2) is being combined with the Notice of Classification (SSS Form 110) to create a new form, the Status Card (SSS Form 7). When a registrant is assigned his RSN, he will now be issued just one form, the Status Card, which will serve both as proof of his registration and notification of his classification. Form 7 will save the System \$32,000 in forms alone, and, assuming five minutes preparation each for the Registration Certificate and the Notice of Classification, over 160,000 man-hours annu-

ally. Incidentally, this unified form will reduce total typing characters from 86 to 59.

Fourth, instead of being produced for all two million registrants, Registrant File Folders (SSS Form 101) will now be prepared only when the local board receives written information about a registrant or, when, after the lottery, his RSN is below the 1-H cutoff. From the experience of local boards which have experimented with this procedure, and assuming a 1-H cutoff of approximately 100, the System will probably cut about 125,000 in man-hours and \$30,000 in printing costs.

Fifth is the revision of the Current Information Questionnaire (SSS Form 127) which, while not resulting in major savings for the System, was necessary to fill the informational void left by the elimination of the Registration Questionnaire, and to make the Form 127 conform with changing laws and regulations.

All of the above improvements in our registration procedures will save



our System over 2.5 million dollars worth of man-hours and form costs, yet perhaps the most important ramifications of our new policy will be in the public relations sphere: members of our System family at the local level will be freed to spend more time counseling and processing registrants with low RSN's. After all, the registrant is not an interruption of work -- he is the purpose of it.

Byron V. Pepsi

Field Members Help Computer Center with OCR Error Lists

In early April 1972, a program was instigated to assist the Computer Service Center in checking OCR error lists (records created by forms not acceptable to the OCR reader). The thrust of this program was that all states were requested to furnish employees to work on these lists at the Computer Service Center.

These state workers -- so far, a total of 74 people in 17 groups -- have been coming into the Comput-

er Service Center over a period of eight months, arriving in Washington eager to learn what the Computer Service people have to teach, and to share the knowledge they have acquired about OCR forms from their side of the fence.

While assigned to the Center, they are given a tour of the computer room and an opportunity to see the OCR reader in action with forms from their own local boards.

A briefing on TC-500, microfiche, and the function and purpose of Operations is included on their agenda, along with a trip to National Headquarters.

The TDY personnel, knowing they have come to work hard, do just that. With their assistance, a total of 228 error lists and 341,634 OCR forms have been completed and mailed to the field for correction.

Major Ronald Schmiedeknecht, Computer Service Center Manager, reports that the Computer Center TDYers "have pitched in with good will and effort as to be an inspiration to all who have contact with them."

Time Keeper Errors Still a Problem

The Selective Service automated civilian payroll system has been operating with less than 1% incorrect or omitted payments since "live" operations began June 11, 1972. Error rates for permanent and temporary changes -- plus time and attendance cards transmitted from the regional service centers -- are running at an acceptable quality level.

However, the number of errors made by timekeepers on time and attendance cards (one card may have more than one error) is unusually high, ranging from a low of 8%

in one state to a high of 139% in another state (percentages derived from actual error count for pay period ending October 28, 1972). These errors create an additional workload at each regional service center, which must correct the cards before their submission to the Computer Service Center.

Action has been taken to help timekeepers reduce errors. Each timekeeper already has a copy of Chapter 2 of the Local Board Fiscal Manual, which contains instructions and illustrations regarding correct procedures for completing time and

attendance cards. Mr. John D. Dewhurst, Assistant Deputy Director, Administration, has written an individual letter to each State Director explaining the importance of accurate time and attendance reporting, and a checklist of common errors has been prepared and will be sent to each timekeeper when an error is found.

With the cooperation of all involved, it is anticipated that timekeeper errors will decrease rapidly, and the efficiency of the payroll system will further improve.

SYSTEM MEMBERS ARE HEREBY WARNED THAT ANY COM STRIP MATERIAL, OR ANY OTHER SYNDICATED OR COPYRIGHTED MATERIAL, MUST NOT BE USED FOR ANY PURPOSE WHATSOEVER, BE IT PROMOTIONAL OR OTHERWISE. ANY UNAUTHORIZED MATERIAL YOU MAY HAVE ON HAND CONTAINING REPRESENTATIONS FOUND IN COPYRIGHTED MATERIAL MUST BE IMMEDIATELY DESTROYED. SPECIFIC REFERENCES TO AN PICTORIAL REPRESENTATION OF CHARACTERS IN THE COMIC STRIP "PEANUTS", DISPLAYED IN THE SEPTEMBER 1972 ISSUE OF THE SELECTIVE SERVICE NEWS, WERE AN ARE WHOLLY UNAUTHORIZED. NO SUBSEQUENT FURTHER USE OF OR REFERENCE TO "PEANUTS" MATERIAL SHOULD BE MADE.

Record Number of I-O's Placed In November

We had more I-O's ordered to jobs in November, 1972, (1599), than at any other time in the history of the System since WW2," declares Mr. John A. Mead, Alternate Service Program Manager at National Headquarters.

Contributing to this record number of alternate service placements, Mr. Mead feels, is a stringent effort throughout the whole System to place registrants at the same time their I-A counterparts receive notices of induction.

The November placement figure, which will bring the total number of I-O's in the United States to 11,380, totaled with the number of SSS Form 153's issued in July, August, September and October of 1972, puts the number of I-O's placed in these months at 3,622.

Below is a breakdown of the above figure by month and a comparison of the number of I-O's examined and acceptable in that month:

	1-O'S EXAMINED AND ACCEPTABLE *	NO. OF SSS FORMS 153 OUTSTANDING
November 1972 SN 1-75)	2658	557
October 1972 SN 1-95)	3386	886
September 1972 SN 1-95)	3561	981
August 1972 SN 1-95)	3686	1227
July 1972 SN 1-95)	3507	1599

* Figures derived from total of Form 153's issued, Form 155's issued, Form 155's not issued, and personal appearances and appeals. It should be remembered that a registrant has approximately two months (60 days) to locate a suitable job after his Form 153 is issued.

To put these monthly figures into some historical perspective, let's look at the total number of I-O's and the average number of registrants assigned to alternate service assignments, per month, as of June 30 of the years 1953-72.

R	CLASS 1-O	APPROXIMATE MONTHLY AVERAGE OF REGISTRANTS ASSIGNED TO ALTERNATE SERVICE
	3,783	115
	4,071	180
	5,081	137
	5,441	110
	6,489	89
	7,513	74
	8,311	78
	8,791	75
	9,278	68
	9,722	88
	9,097	90
	9,775	95
	11,492	102
	9,031	182
	10,364	267
	12,178	253
	14,585	303
	19,714	383
	34,203	509
	16,071	571

Volunteer Registrars Applauded

From the Galveston, Texas Daily News, November 24, 1972:

One of the least recognized contributions a citizen makes in service to his community is that of Selective Service registrar.

The nation's laws require that every young man must register with Selective Service when he reaches the age of 18. He may register as much as 30 days prior to his 18th birthday but must do so no later than 29 days after he becomes 18. This requirement to register will continue in full effect even if the all-voluntary military force becomes a reality. Failure to register can result in a fine or imprisonment or both.

To make it easier for the young men to register, 14 county residents have volunteered to serve as registrars, eliminating the need for the

registrant to hunt up the Selective Service office. The volunteer registrars are located throughout the county, mostly at high schools, so there's hardly any excuse for the registration to be neglected.

We think the volunteer registrars deserve a bit of commendation. They are citizens who have all the responsibilities of normal life, meetings to attend, work to do, family obligations: they have, like most of us, a full schedule of activities that would keep them busy, but they go just a step further and provide convenience for the young men who must sign up with Selective Service. Most of us generally try to avoid adding one more duty, even a small one, but these registrars have elected to carry the extra load.

Why not give them a pat on the back next time you see them?

Quaker Spokesman Lauds "Curriculum Guide"

"Whereas many government publications are merely public relations instruments, the Curriculum Guide to the Draft is a clear and objective explanation of the draft in all its facets," enthuses Willard Mead of the Friends Peace Center -- a Pittsburgh anti-draft organization sponsored by the Quaker Meeting of that city.

The updated Curriculum Guide (February 1972) was designed by National Headquarters to help high school teachers dispense correct draft information to their students.

Mr. Mead feels the Curriculum Guide gives the "complete facts" and "certainly is adequate in preparing the high school teacher to tell his students what they need to know."

The Friends Peace Center is trying to push the Curriculum Guide into Pittsburgh public schools, but is meeting resistance from some principals who feel that draft discussion is somehow unpatriotic.

Mr. Mead thinks this attitude is unjustified, claiming that this nation "has no right to force 18-year-olds to register blindly without knowledge of choices or alternatives. Some young men come into my office for draft counseling thinking they have only five days to

register; others don't even know where to register. With the help of the Curriculum Guide, this whole draft thing could be covered in six class sessions either in a Social Studies or Problems in Democracy-type course."

For those readers interested, teachers may get free copies of Curriculum Guide to the Draft by writing the Public Information Office, Selective Service National Headquarters, 1724 F Street, N.W., Washington, D.C. 20435; the general public may receive a copy by sending \$1.00 to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

"To Err is Human, to Forgive Divine" Department

Contrary to the assertion by the editor in the October Selective Service News story, "Colonization Transforms Iowa Draft," Iowa is NOT the cornhusker state -- Iowa may have a lot of corn, but its nickname is the HAWKEYE state. The Cornhusker sobriquet belongs to Iowa's neighbor -- Nebraska.

Ex-State Director of Colorado Dies

Mr. Allen J. Roush, former Colorado State Director from January 1, 1968, to his retirement March 16, 1971, died suddenly of a massive coronary on December 5.

Serving with the Colorado System since 1940, Mr. Roush began his Selective Service career as a local board clerk in Walsenburg, Colorado. He moved into Colorado State Headquarters in 1942, serving in the manpower office about ten years, and then assumed the post of deputy director for three years before his appointment to the top state post.

Born in Kansas on July 20, 1891, Mr. Roush lived most of his life in LaVeta, Colorado, and when he died was living at 3353 West Hialeah in Littleton, Colorado. Surviving are his wife of 53 years, Lora, a daughter, and two grandchildren.



Five 1-W's Strike Boston Hospital

Does an alternate service worker deserve the same rights as a regular employee at the same institution? Moreover, can the 1-W join a union? Can he go out on strike?

These difficult questions are being posed to Selective Service by a strike, begun October 31, against Boston, Massachusetts Rehabilitation Hospital by 266 members of the National Union of Hospital and Nursing Home Employees working at the hospital. Joining the labor walkout were five 1-W hospital employees: John Szymanski, Jeff Carty, James Trickett, Robert Nason and Roger Menett.

In a letter to these men dated November 2, Massachusetts State Director Victor Bynoe advised them that they must return to work or face possible prosecution.

Although conscientious objectors have been prosecuted for failing to fulfill their alternate-service obligations, U.S. Attorney James Gabriel said, "I doubt we've had any case with these circumstances."

Meeting with two of the men, Major William J. Griffiths, state alternate service head, told them they were not doing satisfactory service and suggested they go back

to work or find another employer who would meet alternate service requirements.

Although Major Griffiths said he wouldn't expect these men to risk injury crossing a picket line, he did recommend "that they seek other service, thus allowing them to fulfill their obligation and respect the union strike."

One of the 1-W's, Szymanski, maintained that the System "doesn't have a right to define this as unsatisfactory work."; another, Carty, claimed that the American Civil Liberties Union lawyers advised them that the 1-W workers were in a good position legally, and in this case, the rights of a worker would take precedence over Selective Service requirements.

Mr. Bynoe who feels the 1-W strike is a "precedent-breaking situation," has referred the case to the Philadelphia Regional Counsel Office. The Regional Counsel advised Mr. Bynoe to proceed under System Regulation 1660.9(b), Administration of Alternate Service, and thoroughly investigate all viewpoints on the strike situation before taking further action.

Prices Hiked on Selective Service News, Registrants Processing Manual

Effective January 1, 1973, the new price of Registrants Processing Manual will be \$17.50, with \$4.50 additional for foreign mailing. Effective also on this date, the new yearly subscription rate for the Selective Service News will be \$2.00, plus \$.50 for foreign mailing; single copy charge will be 20 cents. To secure either of these documents write to:

Superintendent of Documents
U. S. Government Printing Office
Washington, D. C. 20402



"Triple your pleasure, triple your fun, while filling out good ole' SSS Form 1." Mrs. Jeanette Mester, a clerk-typist at Illinois State Headquarters, registers her triplet sons, Jerald, Kendall, and Lawrence for Selective Service.

Pennsylvania Parents Use Billboard To Proclaim Patriotism

A Bristol, Pennsylvania couple, Mr. and Mrs. Richard J. Tosti, decided to tell the whole world how proud they were to have all their five sons serve in the Army and come back safely.

So, when their last son to serve returned from Vietnam they rented a billboard from a local merchant and paid him \$160 to have it read: "Thank God that the last of our five sons to serve his country has returned home safely. We are proud that each answered his country's call."

Australia Abolishes Draft

An end to the military draft in Australia and the release of a number of military draft evaders was announced December 1, 1968, by the new Labor Party government of Prime Minister Whitlam.

Mr. Lance Barnard, Deputy Minister under Mr. Whitlam, said that draft evaders -- 120 -- would be released from jail immediately, pending prosecution would be dropped, recent conscription notifications could be ignored, and draftees now in uniform would be discharged unless they wish to remain for their full 18-month term.

Instead of repealing the draft, the new Labor government will simply stop exercising its draft authority. The draft law will remain on the books to be reactivated in the event of national emergency.

The Labor Party, whose victory in national elections December 1, 1968, ended 23 years of rule by a conservative coalition of parties, pledged before the election that repeal of the draft law would be the first legislative act of the new government.

According to the New York Times, resistance to the draft has been spreading in Australia in a period of disenchantment with the country's participation in the Vietnam conflict. Although Australian combat contingent -- about 8,000 men at its peak -- was withdrawn last year, opposition to the draft has continued and was a prime campaign issue for young people and parents of prospective draftees.

Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1968.

This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act of 1967, as amended, or any other acts of Congress.

Communications should be addressed to: Office of Public Information, National Headquarters, Selective Service System, 1724 Street, N.W., Washington, D.C. 20435. For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402 -- price 20 cents (single copy). Subscription Price: \$2.00 per year; 50 cents additional for foreign mailing.



Selective Service NEWS

INDUCTIONS END AHEAD OF SCHEDULE

all-volunteer army is a
it. On January 27, just a
hours after the Vietnam
s-fire agreement was
in Paris, then Secretary
Defense Melvin Laird
nounced to America:

With the signing of the
agreement in Paris
and after receiving a
from the Secretary of
Army that he foresees no
for further inductions, I
to inform you that the
and Forces henceforth will
end exclusively on volun-
soldiers, sailors, airmen

and Marines. Use of the draft
has ended."

Earlier this year, former
Secretary Laird had predicted
calls of no more than 5,500
men before President Nixon's
target date to end the draft:
June 30, 1973.

While Laird's announce-
ment spells an end to actual
draft calls, the System's legal
authority to induct will con-
tinue until July 1—at that time
Selective Service is scheduled
to move into a standby status
encompassing registration, a

draft lottery, classification and
possibly examination.

Constituting the one ex-
ception to Secretary Laird's
decree are medical doctors and
allied medical specialists.
Although there are no plans
now to draft this group, the
Defense Secretary kept this
option open due to the tradi-
tional difficulty of getting
health professionals to volun-
teer. In his announcement,
Sec. Laird urged the Senate to
follow the lead of the House
and enact legislation giving
added incentives to military

service—up to \$16,000 a year
—to those in the health
professions.

To help make the all-
volunteer army viable, Mr.
Laird's pronouncement also
urged Congress to insure
approval of the Special Pay
Incentive legislation, without
which, he feels, it will be ex-
tremely difficult to maintain
our National Guard and
Reserve forces at their re-
quired strength. Presently,
these two sources of military
manpower are 56,000 men
below strength.

PRESIDENT NOMINATES PEPITONE FOR DIRECTOR

President Nixon announced
attention February 27 to
nate Acting Director
V. Pepitone as Director
Selective Service, succeed-
Dr. Curtis W. Tarr, who
appointed Under Secre-
of State for Coordinating
ity Assistance Programs
May 1, 1972.

Congressional confirmation
ings on Mr. Pepitone's
nation will probably
in early March.

V. Pepitone joined the
m in April 1970 as Act-
Deputy Director. He be-
Deputy Director on
mber 9, 1970, after retir-
from the U.S. Air Force as
Colonel. He took over as
g Director on Dr. Tarr's
ation.

native of New Brunswick,
Jersey, Mr. Pepitone
d with the Eighth Air

Force in Europe during WW2,
and later with the Air Univer-
sity, Supreme Headquarters
Allied Powers Europe
(SHAPE), Headquarters U.S.
Air Force, the Air Force Com-
munication Service, and the
Office of the Secretary of the
Air Force. Prior to leaving the
Air Force, Mr. Pepitone served
as Military Executive Assistant
to the Assistant Secretary of
the Air Force for Manpower
and Reserve Affairs.

A graduate of the Army
Command and General Staff
College, the Air Command and
Staff College, the Air Univer-
sity and NATO Defense Col-
lege, his honors include the
Distinguished Service Medal,
the Legion of Merit with two
oak leaf clusters, the Army
Commendation Medal with
oak leaf cluster, the Air Force
Commendation Medal, and the
Selective Service Distinguished

Service Award.

Mr. Pepitone, the father of
two sons, resides in Arlington,

Virginia with his wife, the
former Marolynn M. Mills of
Perth Amboy, N.J.



BYRON PEPITONE

ON SYSTEM REORGANIZATION

Zero draft is now a reality. With no plans for an extension of the general induction authority after the expiration of Section 17(c) on July 1, 1973, we must now reorient our work and our thoughts to the attainment of a standby posture for Selective Service as required by law. I will endeavor here to briefly recap in general terms our plans today and what they mean to the employees of the System and the young men of our nation.

In last October's issue of the "Selective Service News", I noted that Fiscal Year 1974 would see some contraction in our employment but that we expected a majority of our compensated people would have the opportunity to remain with the System. I am gratified that during the next fiscal year we will be able to retain over 4000 of our present employees. At the same time, I am acutely aware that we must lose some of our employees who have served so faithfully and well.

On January 27, 1973, the Secretary of Defense announced that the success of the all-volunteer effort had resulted in a decision not to induct additional men into the armed forces during the remainder of FY73. This decision, with the resultant decline in our workload, meant that it was necessary for us to accelerate our standby planning. In order to accomplish our reorientation in a timely manner, a portion of our personnel reductions initially scheduled for after July 1, 1973 had to be moved forward into the remaining months of FY73.

Our proposed FY74 budget

will be reduced by 34 percent from the FY73 level. In addition to the personnel reductions dictated by the reduced funds, a reduction in administrative sites is also necessary. This reduction will contract the organization from 2700 sites to 925 sites. This reduction will be accomplished mainly through the collocation of local boards. The reduction of both personnel and sites must be completed by December 1973 if our budgetary limits are to be observed.

We are doing everything possible to ease the transition of employees who will be separated. Many are eligible for retirement and no employee due to retire later in calendar year 1973 will be separated if such action would jeopardize retirement benefits. I have also contacted the highest officials within the Civil Service Commission, urging their assistance in placing our surplus employees with other governmental agencies under the CSC Displaced Employee Program. As reductions in force are carried out, we will observe all CSC reduction in force procedures to guarantee the proper benefits for our employees. All possible assistance will be given those employees due to be separated who seek positions outside of government.

For those of you who will remain with us, we visualize a full range of activities as prescribed in the Military Selective Service Act as it continues beyond June 30 with the exception of active inductions and examinations. Registration and classification of eligible young men will continue as required by law. The 1973 lottery is being held as origi-

nally scheduled for those members whose year of birth was 1954. An APN is being established, and an official announcement of this determination will be made in a coming Temporary Instruction. Processing of those registrants with RSN's below the APN will be accomplished except for preinduction physical examinations.

Great care has been taken in our planning so that the available resources in both dollars and employees are used in each state to provide maximum service to the registrants and their families. At the same time, we must practice maximum efficiency and economy as we satisfy the requirements of the law that the Selective Service System remains intact in an active standby organization.

By the adoption of a widespread use of registrars in all communities for the convenience of the young men who must register we hope to avoid unnecessary travel for them. Advisors to registrants also are being appointed on a greater scale to answer questions regarding Selective Service. Local board members remain a vital asset to the System. They have the prerogative to hold their regular meetings at the collocated local board site or in their community as in the past.

As we proceed into a standby operation, we must not lose sight of the fact that our mission includes having the ability to react rapidly and effectively in the event of a national emergency. It is increasingly important that we now pull together to meet our



objectives and, above all, deliver the best service possible to the registrants and their families. For those of you who are leaving the System, I offer sincere gratitude for a job well done, and extend my very best wishes.

Byron V. Peppas

27% of Students Would Enlist Without Draft Pressure

A Scholastic Magazine nationwide poll of 42,000 school students, conducted during Fall 1972, reveals that 27 percent would join armed services if there were no draft.

Female students were likely to join for the chance to travel, according to the poll, and males for the good of their country. About the same percentage of both sexes (18 percent for boys, 19 percent girls) said they would join as a service to their country.

NEW YORK BLACKS FILL CHAIRWOMAN, APPEAL BOARD POSTS

New York State's first black chairwoman is Mrs. Sara E. Logan, appointed Jan. 25, 1971, as head of Local Board No. 1 in Albany. Besides fulfilling elective Service duties, Logan has demonstrated impressive involvement in community activities. She is also the Board Director of the Albany Interracial Council, the Albany Area Council of Churches, the Civic Center of Albany, the Albany Youth Organization, the Albany Area Chapter of the American Red Cross, the Albany City Club, and the Albany End Teen Council. As if that isn't enough, she's also employed by the Albany Office of Education as community liaison in its Reading Work Program, and she is also President of the Albany Volunteer Improvement League. Mother of two sons and two daughters, Mrs. Logan enjoys working with people and children.



MRS. SARA E. LOGAN



MRS. LAURA A. HOWARD

member of the Bethlehem Presbyterian Church—where she teaches religious education—Mrs. Howard is continuing her education in the field of pre-school and adult education.

tion through coursework at the State University of New York and Villa Maria College. The mother of two daughters and two sons, this totally committed lady has served along

with her husband as President of her daughter's school PTA and as an officer in the Western District PTA, and presently works on her local PTA Executive Board.

SYSTEM NOTICE GETS LOST - GI GETS OUT OF ARMY

It seems a lot of Americans are complaining about fouled-up mail service these days—but not PFC Charles E. Burgess.

On Feb. 5, Federal Judge Omer Poos of Alexandria, Va., ordered Burgess released from the Army after 15 months service because he never received a preinduction physical notice from his local board.

Burgess, 21, after an initial examination in Nov. 1970, originally had been classified 1-Y (a temporary physical disqualification classification no longer used today) because of a knee injury. He was ordered to take a second preinduction physical April 23, 1971, but was in the hospital at that date so the board promised to reschedule his exam.

The next thing that happened to Burgess, according to testimony, was a notice—arriving on his honeymoon—informing him of his induction on Nov. 12, 1971.

Burgess' draft board, (Local No. 1, Smittstown, N.Y.), claimed that it sent him a notice by regular mail April

23, 1971 rescheduling his exam for June 30, 1971, so when he didn't show up, the board reclassified him 1-A. Burgess contended in court, however, that he never received the notice.

Burgess tried to appeal, but was told by the board that nothing could be done, so he went ahead and submitted to induction because "I didn't want to get locked up."

Once in the Army, Burgess continued to request appeals but was continually turned down. Finally, while stationed in Germany, Burgess hired an attorney and returned to the U. S. on temporary duty for a court appearance.

Prosecutor Frederick Sinclair, Assistant U. S. Attorney, argued that Burgess should have appealed the induction administratively through the System, rather than taking the case to court; Judge Poos, however, ruled that the draft board had a duty to send the notice by certified mail or at least obtain proof that Burgess had received the notice.

Good Idea Reaps Dividends

Mrs. Marlene H. Tanner, Executive Secretary of Local Board No. 32, Lexington, South Carolina, has hit the jack pot with her idea for pre-addressed envelopes for mailing OCR forms. Since her suggestion was adapted for nationwide application and resulted in substantial savings in the time and effort required to address envelopes, Mrs. Tanner has been awarded \$200.00 for her idea.

Mrs. Tanner recognized that each local board in the country was addressing envelopes manually for mailings of SSS Forms 2 and 110. When it was found that there were approximately 150,000 mailings of the forms from local boards each year, it was easy to see that this amounted to a sizable effort throughout the System. Mrs. Tanner suggested that the OCR form mailing envelopes be pre-addressed to eliminate this time consuming and tedious task.

State Directors have now been advised to purchase these special envelopes, and congratulations are in order for Mrs. Tanner for her fine effort at improving the System.

to give to the world the have to help my fellow is the motto of Mrs. A. Howard, and her as first black member of the New York State Western District Appeal Board,—appointed Nov. 14, 1971—is just one of the many in which she lives up to motto. For the past five Mrs. Howard, a Buffalo attorney, has worked both as a father's aide and as a co-ordinator for the Veteran's Education Training Program sponsored by the Model Cities Program. In September of 1971 she was appointed Co-ordinator of Volunteer Services to place senior citizens in volunteer positions. Mrs. Howard's active involvement also include a Community Action Organization, the Buffalo Urban League, the C.A. and the Y.W.C.A. A

Convicted Felon Faces a Hassled Life

Conviction on criminal draft evasion, a felony, may carry ramifications throughout a young man's life far more severe in effect than the possible five years in prison and a \$10,000 fine (maximum) imposed at the time of sentencing.

To quote from the Virginia Law Review, March 1967: "In most states a felony conviction is a ground for permanent disenfranchisement. Legislatures have also denied public office, positions of public trust and jury service to anyone with such a record. Moreover, statutes regulating professions or occupations may prevent the felon from qualifying as a chiroprapist, engineer, liquor salesman, physician, private detective, real estate agent, or veterinarian. Other statutes give licensing authorities the discretion to exclude felons from architecture, barbering, nursing, and pharmacology."

Additionally, statutes provide for the disbarment of attorneys and revocation of medical and dental and other professional licenses on conviction. A felony conviction also serves as a concrete ground for divorce.

Still other statutes affect property rights and the ability to contract and sue and defend, with some states compelling registration with designated officials for previous convictions.



Former Utah State Director Dies

Col. Evan P. Clay, State Director of Utah from 1958 to 1968, passed away at 61 on January 17, 1973 at the VA Hospital in Salt Lake City.

A retired USAF member, Col. Clay was a native of Bountiful, Utah, where he resided at the time of his death.

After attending Utah State University and the University of Utah, he was originally commissioned in the Coast Artillery Corps, and served with the Army in WW2. Separating from the latter service in 1948, he transferred into the Air Force, from which he retired in 1968 on total disability.

In 1969 Col. Clay was awarded both the Selective Service Distinguished Service Award and the U. S. Air Force Legion of Merit.

Col. Clay is survived by his wife, Mrs. Maurice Clay, and two daughters and two sons. Mrs. Clay's address is: 1156 Oakridge Lane, Bountiful, Utah 84010.

Equal Employment Opportunity Awards Announced

To help Selective Service recognize outstanding achievements in the field of equal employment opportunity (EEO), National Headquarters' Acting EEO Director, Mrs. Sylvia E. Rosemergy and the State Directors' EEO Committees have initiated three new categories of awards:

NATIONAL SUPERVISORY AWARD—

Any supervisor in the System will be eligible, no matter at what level. There will be a winner and runner-up in this category.

STATE AWARD—

This will recognize all employees in a particular state. There will be a 1st,

2nd, and 3rd place winner in this category. **EMPLOYEE AWARD—** Any non-supervisory employee in the System is acceptable. Only one winner here.

The deadline for nominations is April 1, 1973.

The awards will be primarily presented by Acting Director Byron V. Pepitone at the National Awards Ceremonies in Washington, D.C., tentatively scheduled for June of this year. Further details, including example performance criteria, will be forthcoming soon in letters to all State Directors and State Center Administrators.

State Directors Give and Take on Standby Setup

The makeup and functioning of Selective Service during FY 1974 was the main thrust of business when 53 State Directors met for their conference in Baltimore Feb. 1-3, and advised Acting Director Byron Pepitone on potential procedures during the coming standby situation.

The purpose of this conference was "involvement" of the Directors in the standby planning that may drastically affect their states.

The State heads, along with some National Headquarters employees, spent the first two days of the conference in working committee sessions reviewing staff papers and initiating new or modified proposals. The third day involved

the presentation of final committee reports for consideration by the whole body of Directors.

The 53 SSS Directors also briefed on budget manpower limitations in 1974 and on allocation recommendations by President Nixon's Office of Management and Budget and the National Security Council.

Standby areas studied included State Director committees on Operations, Personnel Resources, Uncommitted Personnel, the Committee on Registrant Relations (PIO), Contingency Planning, Collocation and Consolidation, Administration and Inspection Services, and Reserve Mobilization Forces.

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This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Act of 1967, or any other acts of Congress.
Communications should be addressed to: Office of Public Information, National Headquarters, Selective Service System, 1724 F Street, N.W., Washington, D.C. 20402—price 10 cents (single copy). Subscription Price: \$1.00 per year; 25 cents additional for foreign mailings.



Selective Service NEWS

Fifth Annual Draft Lottery Held in Washington

the national network movie was whirring and the press reports jotting away, Selective Service conducted its fifth annual draft lottery March 8 at the Commerce Department Auditorium in Washington, D.C. The young men receiving lottery numbers, those turned 18 in 1973 and 20 in 1974, will face the prospect of induction into the Armed Forces, the first time this has happened since 1947.

The Secretary of Defense announced January 27 that there will be no draft calls the first six months of 1973, and the Administration has said that an extension of draft induction authority, sched-



uled to end July 1, this year, will not be requested from Congress.

In his opening remarks, Acting Director Byron Pepitone said all men given RSNs 95 and below — about 500,000 — would form a readily inductable pool that would be fully classified except for pre-induction exams; those men with RSNs of 96 and above will remain in 1-H.

To provide our nation with the capability of quickly resuming inductions in case of national emergency, Mr. Pepitone said that Selective Service must be maintained on a standby basis with young men fully aware of their responsibilities to register at 18. He also warned

that an "all-volunteer force is a peacetime goal... In a national emergency, and a corresponding buildup of the military forces, a resumption of inductions would probably be necessary."

The actual lottery proceedings took about two hours. Two plexiglas drums were used, one containing the 365 dates of the year, and the other containing the numbers 1 through 365. The numbers and dates were drawn and matched by four young people from various parts of the country, and the proceedings were monitored and results certified by three official observers.

1974 Random Sequence Lottery Drawing Calendar

JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
98	233	067	209	361	187	144	062	068	032	165	044
250	054	347	085	211	297	359	235	077	325	057	039
120	133	193	261	017	063	293	082	028	105	284	025
093	150	174	005	278	095	207	286	252	146	037	118
327	283	024	145	201	319	022	002	349	121	111	332
041	199	217	363	155	127	015	012	113	147	346	030
230	047	269	210	183	159	242	237	168	175	123	008
034	291	196	266	089	179	090	035	257	148	107	038
176	103	289	114	139	194	212	020	094	245	356	362
248	305	075	069	290	130	171	357	307	308	026	011
202	219	255	106	348	345	073	006	288	241	279	156
272	190	125	229	355	137	247	188	271	267	142	108
185	031	274	246	131	312	072	181	110	109	300	128
302	224	275	029	081	256	324	112	200	045	143	301
182	097	180	100	295	287	227	326	268	157	222	040
158	186	281	221	163	334	042	350	352	066	276	204
296	270	129	322	070	342	061	161	320	051	303	360
117	080	192	351	223	333	344	050	099	119	304	092
315	339	197	153	046	087	336	101	055	365	027	364
280	213	330	122	104	262	285	298	141	294	056	292
136	178	013	098	311	231	138	282	135	167	313	249
225	329	173	331	132	232	116	048	240	126	083	317
263	102	018	115	253	340	084	169	234	076	341	258
299	091	236	170	184	214	016	206	216	309	218	191
023	064	260	162	014	220	096	358	306	004	074	328
036	336	203	244	265	033	316	079	088	009	058	049
205	149	124	215	337	001	195	086	166	239	134	254
323	151	010	177	318	071	152	208	354	189	060	338
007	003	172	321	228	238	251	065	052	343	043	29
353	021	264	243	059	154	310	314	053	160	226	30
259	273		019		078	140		277		164	31
JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC



Excerpt From the Statement of Acting Director Byron Pepitone at the Fifth Annual National Draft Lottery on March 8, 1973:

Today, we are conducting our fifth annual Lottery drawing. I am very pleased to be able to announce that, for the first time since the institution of the Lottery System in 1969, none of the young men who will receive lottery numbers today face the certainty of induction into the armed forces. Indeed, for the first time since 1947 — twenty-six years ago — our nation now is relying totally on volunteers to provide manpower for the armed forces.

On July 1st of this year, the President's general induction authority will expire. There are no plans by the Administration to seek an extension of the general induction authority from Congress. Further, although there remains the draft to induct men through June, the Department of Defense has announced that there will be no draft calls for this period.

The Department of Defense is optimistic about maintaining the armed forces with volunteers. But it must be pointed out that the "all-volunteer force" goal is a peacetime goal, with a level of military manpower considerably below both the Korean and Vietnam periods. In a national emergency, and a corresponding buildup of the military forces, a resumption of inductions probably would be necessary. If this emergency occurred after July 1st, Congressional restoration of the general induction authority would be necessary; and, in order to provide our nation with the capability to quickly resume inductions in the event of an emergency, the Military Selective Service Act requires that the Selective Service System be maintained on a "stand-

by" basis.

In terms of interest to the young men in our country, this legal requirement means that they must continue to register for the draft at age 18, that they will get a lottery number during the calendar year of their 19th birthday, and that they will form a "readily inductable pool" of manpower for possible induction should an emergency arise during the calendar year of their 20th birthday.

Today's Lottery will assign numbers to the birth dates of all young men who turn 19 in 1973. Men getting lottery numbers this year will not be vulnerable to induction until the year they turn 20 ... that is, 1974.

The youngest man who will get a lottery number today turned 18 on December 31, 1972. The oldest man celebrated his 19th birthday on January first.

A portion of those men receiving lottery numbers today will be classified by Selective Service so that they could be immediately processed for induction following a restoration of the induction authority. Men who receive lottery numbers of RSN 95 and below will form this "readily inductable pool". These men will be fully classified by local Selective Service boards except for physical examinations. This means that they will be able to receive full consideration for deferments and exemption requests and will be able to exercise their procedural rights to personal appearances and appeals.

Those men with RSNs of 96 and above will not be classified by local boards. They will be placed in hold-

ing category 1-H. Of course, in the event of an emergency, their classifications out of 1-H would take place following the restoration of the general induction authority. Upon their registration at age 18, these men were classified 1-H — an administrative holding classification — and they will remain in that classification — unless they are needed for the armed forces at some future date.

Both these men and their peers who will receive lower lottery numbers and will form the "readily inductable pool" are primarily vulnerable to the draft for the calendar year of their 20th birthday — that is, 1974. If they are not needed during 1974, their place will be taken by men who are one year younger who also will be primarily vulnerable for the calendar year of their 20th birthday, or 1975. Although men can be inducted after the year of their 20th birthday, the possibilities of this occurring are extremely remote.

As I'm sure you recognize, the Selective Service does not instantly produce military manpower. Our national defense structure relies on a three-tiered defense system. The active-duty military is the first line; the Reserve and National Guard forces are the second, and augmentation by manpower produced through Selective Service is the third. In the event of a national emergency, the President will rely first on the active military forces. If a protracted difficulty seems evident and adequate numbers of volunteers are not stepping forward, he then will ask Congress for the authority to start inducing



young men so that within months, the active and R forces can be supplemented men who will become trained tary manpower.

We, of course, hope that tion will never again find itse position where the employe our military forces is necessar, we must be prepared for any tuality. This is why the Sel Service System will continue.

I think most young Ame and their parents can respec understand the necessity fo continued operation of the tive Service System. We mus fend those freedoms that w cherish so much ... the freed choice, and the freedom to liv lives in the manner we choose no freedom exists without in al responsibility. In the case of nation, the freedom we ha guaranteed and backed up by defense posture. This posture provide and guarantee those tional values we cherish on long as each individual Ame upholds his responsibilities u the law.

Byron V. Pep

Florida Exec. Secretary Launches High-Powered Promo Campaign

Countering the possible public ignorance of registration responsibilities that may accompany the phase-out of the draft, Ms. Laura D. Hooker, Executive Secretary of Local No. 41, Fort Myers, Florida, launched a full-scale public information program in late January and early February that included:

One radio talk show;

One television appearance;
News releases hand-carried to five high schools and one area vocational school;

News releases and booklets mailed to four more high schools;

News releases mailed to six area radio stations;

News releases mailed to eight daily and weekly newspapers;

News releases also mailed to five local board members and two area registrars.

As of February 9, Ms. Hooker believes that the local publicity has been beneficial, in that her board

registered 162 men in the p January 10 through February 41 above December 1972 reg tions. 63 of these new registr Ms. Hooker reports, were bor 1954 — some of them were se months late registering. Many t trants said they were made awa their draft duties through Hooker's publicity fusillade.

System Comptroller Aids Relief Activities in Nicaraguan Disaster

Guillermo Belt was desperate. Director of Field Operations for the Organization of American States (a political and economic organization of South and Central American ambassadors), he was responsible for short-wave communications between OAS World Headquarters in Washington, D.C. and OAS representative in the earthquake-torn Nicaraguan capital of Managua — but it was found out that while the radio equipment at OAS Washington Headquarters was working, the antenna in the Central American country, in the first confused days

after the Managua catastrophe, was a potentially serious situation, since breakdown in communication lines could possibly have impeded the coordination of rescue and relief efforts.

Grasping at straws, Dr. Belt turned to his neighbor Captain Donald Russell, National Headquarters Comptroller, and asked if Russell's son Jeff, a ham radio operator, would take a look at the dysfunctioning OAS radio station.

On hearing Dr. Belt's plight, Capt. Russell remembered that there was an old radio antenna on a building top across the street from National Headquarters — left over

from the days of the now-defunct Selective Service Radio Network — and he proceeded to get approval to loan out the antenna from Mr. John Dewhurst, Assistant Deputy Director, Administration.

Since time was of the essence, however, and the crane operation necessary to move the antenna was found to be too long and involved, Capt. Russell sought help for OAS from Admiral Sam Gravely, Director of Naval Communications, who in turn referred the crisis to Captain Robert L. Thorson, Deputy Commander of the Naval Communications Command. Capt. Thorson immediately ordered out a working

party of Navy men who worked all day and into the night moving the OAS radio station to Dr. Belt's office and installing a new Navy antenna. By 10 PM, the OAS operators in Washington and Managua finally heard each other speak and a vital communication link was opened.

On January 23, 1973, Capt. Russell received a letter from Galo Plaza, Secretary General of OAS, which read in part:

"... May I express my deep appreciation of your contribution, which greatly facilitated the relief activities undertaken by the General Secretariat in Nicaragua..."

Former Selective Servicer Heads Hiring in Nation's Capitol

Mildred Duckwilder, veteran 12 years service with the Selective Service System, has been named Associate Personnel Director for Washington, D.C. In her position, she will monitor city government hiring and promotion of women and minority group members.

She will be responsible for establishing a new "Municipal Executive Institute" for training employees in management positions, and maintain a comprehensive personnel file to aid hiring and promotion of women in the Washington government.

Entering the System for the first time in 1942 as an occupational clerk, Mrs. Duckwilder worked until 1946. She rejoined the Washington area SSS around 1950 and spent the next ten years "doing something of everything," including service as assistant to the coordinator for four local boards.

In 1960 Mrs. Duckwilder went to work for the Administrative Division at National Headquarters, functioning as head of the nationwide Incentive Awards Program until her departure from the System in August, 1969.

A native of Wilmington, North



Carolina, Mrs. Duckwilder attended North Carolina College.

Pepitone Defends System Budget on Capitol Hill

Acting Director Byron Pepitone went before the House Appropriations Subcommittee on Housing and Urban Development, Space, Science, Veterans and other Independent Agencies February 27 to undergo Congressional scrutiny on the SSS budget allocation and System progress toward an effective standby role.

By Mr. Pepitone's side at the open hearings were four other National Headquarters officials who provided him technical assistance in explaining our Administration-approved budget: Mr. Samuel Shaw, Legislation and Liaison Officer; Captain Donald Russell, Comptroller; Mr. Carroll Phillips, Budget Manager; and Mr. Steven Felsenstein, Management Intern-Budget Analyst.

In fulfilling their purpose of examining justification for the System's proposed budget of \$55 million, the Appropriations Subcommittee explored the on-going collocation program and plans for handling of employees. "I was impressed by the concern and care shown by the Subcommittee members for Selective Service employees, and by their interest in what we were saying," comments Mr. Shaw. He feels, however, there

Pepitone's Nomination Confirmed by Senate

President Nixon's nomination of Byron Pepitone for Director of Selective Service was approved by the U.S. Senate March 26, after hearings on Mr. Pepitone's qualifications before the Senate Armed Services Committee three days earlier. At his appearance at the hearings, Pepitone fielded questions covering a wide spectrum of important topics concerning the functioning of our System. Of particular significance was an exchange between Mr. Pepitone and William Saxbe (R-Ohio) concerning Selective Service Reserve

Forces. Sen. Saxbe felt that our earmarked military personnel were a valuable reservoir of trained people who would be particularly important if the System returned to active status, and he voiced the Committee's concern that they not be lost. Mr. Pepitone responded that he couldn't agree more that the Reserves were the most critical part of the System's ability to respond to an emergency, and added that although the total number of Reserves will be reduced from 1,000 to 850, there are no plans to reduce below this latter number, or reduce the payments of these people be-

yond Category-A status (48 pay drills, two weeks active duty annually).

In other testimony, the Director touched on:

1. The necessity of continuing Selective Service until the Volunteer Army has time to be tested.
2. System responsibilities in a zero-draft environment.
3. Financial requirements (\$55 million) and manpower requirements (4,200 people) for Fiscal Year 1974.

continued on page 4



PICTURED ABOVE, RIGHT, IS MR. RONALD KNISS, A 1-W WHO WAS RECENTLY CHOSEN OVER APPROXIMATELY 2,000 FELLOW WORKERS AS "EMPLOYEE OF THE YEAR - 1972" AT EVANSTON HOSPITAL, EVANSTON, ILLINOIS. IN A LETTER OF COMMENDATION TO MR. KNISS, ACTING DIRECTOR BYRON PEPITONE SAID: "... YOUR PERFORMANCE OF YOUR DUTIES IN SUCH A MANNER AS TO MERIT THIS DISTINCTION REFLECTS GREAT CREDIT, NOT ONLY ON YOURSELF BUT ALSO ON THE SELECTIVE SERVICE SYSTEM AND THE ALTERNATE SERVICE PROGRAM..." MR. KNISS BEGAN HIS ALTERNATE SERVICE CAREER AS A PAYROLL CLERK AT THE HOSPITAL ON SEPTEMBER 13, 1971. THE TWO GENTLEMEN NEXT TO RON ARE: (LEFT) MR. MARTIN DREBIN, DIRECTOR OF FINANCE AT EVANSTON HOSPITAL, AND (CENTER) MAJOR JAMES R. MCCARTER, ASSISTANT CHIEF OF THE CONSCIENTIOUS OBJECTOR SECTION, ILLINOIS STATE HEADQUARTERS.

"... proud to be a Selective Service registrar ..."

Lt. Col. Edward G. Pagano, Alaska State Director, was recently heartened to read a short letter from Mrs. Clara M. Tall, a System Registrar operating out of Local Board No. 5 in Nome. A seven-year SSS veteran, Mrs. Tall registers

young men in her home town of Chevak, Alaska — a social grouping in the northwestern part of the state near the Bering Sea. Chevak is so isolated its only access is by airplane. Anyway, here's Mrs. Tall's poignant note:

"Dear Edward,
I am very proud to be a Selective Service Registrar. Please feel free to ask for my help. Sometimes young boys ask me what Selective Service is.

If possible, I'd like you to send me a poster where they can register, and the paper telling how they can register. Maybe this way they will understand what Selective Service is... Anyway, I'm always proud to wear that little medal I got from Selective Service. Hope you will have a good year.

Sincerely,

Mrs. Clara M. Tall

Pepitone Urges Draft Evaders to Check Status — They May Be Surprised!

Young men who think they may be guilty of a violation of the Military Selective Service Act can check out their status by asking the State Director of the state in which they registered, says Acting Director Byron Pepitone.

There are probably some men, he added, who have hidden in the U.S. or even left the country to avoid

the draft but who are not verified by authorities.

Mr. Pepitone said he had no way to estimate how many men consider themselves draft evaders are not. This group — which includes men who went to Canada with friends who actually were assisting the draft — can verify their position by checking their re-

Pepitone Nomination Confirmed continued from page 3

4. The difficulty of retaining local board members in a standby status.
5. The decision not to give pre-induction physicals at this time for members of the "readily inducible pool."
6. The importance of maintaining the Berry Plan for drafting doctors.
7. The effectiveness of the lottery system.

Members of the Senate Armed Services Committee include John C. Stennis (D-Miss.) chairman; Stuart Symington (D-Mo.); Henry Jackson (D-Wash.); Sam Ervin (D-N.C.); Howard Cannon (D-Nev.); Thomas McIntyre (D-N.H.); Harry Byrd, Jr. (D-Va.); Harold Hughes (D-Iowa); Sam Nunn (D-Ga.); Strom Thurmond (D-S.C.); John Tower (R-Texas); Peter Dominick (R-Colo.); Barry Goldwater (R-Ariz.); William Saxbe (R-Ohio); and William Lloyd Scott (R-Va.).

On April 2, Mr. Pepitone will be officially sworn in as Director of Selective Service by former Director Curtis W. Tarr, who is currently serving as Under Secretary of State for Coordinating Security Assistance Programs.

Pepitone Defends System continued from page 3

is no way to predict how Congress will eventually vote on Selective Service appropriations for Year 1974.

The House Appropriations Committee is chaired by Edward Boland (D-Mass.) and its membership includes: Joe R. Easton (D-Tenn.); George Shipley (D-Iowa); Edward Roush (D-Ind.); Robert Tiernan (D-Tenn.); Bill Chambliss (D-Fla.); Robert Gaijard (D-Conn.); Burt Talcott (R-Calif.); Joseph McDade (R-Pa.); William Scherle (R-Iowa); and Earl Warren (R-N.C.).

Mr. Pepitone will appear before the Senate Appropriations Subcommittee on May 2.

"We Don't Handle That in Department" Department

Melva Cicero, a telephone operator receptionist at the Cuyahoga County local boards site in Cleveland, Ohio, regretfully informed an eager young man of ten years less than the "Draft Board" could not tell him who the Cleveland Browns first draft choice was. Mr. Cicero referred him to the news m-

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Selective Service NEWS



DOCUMENTS
JUN 27 1973

GENERAL LEWIS B. HERSHEY IS ESCORTED FROM HIS SPECIAL PENTAGON RETIREMENT CEREMONY BY SECRETARY OF DEFENSE ELLIOT RICHARDSON (RIGHT) AND MAJOR C. STUART PURVIANCE, PROTOCOL OFFICER TO THE DEFENSE SECRETARY (LEFT). GEN. HERSHEY'S RETIREMENT CAPS OFF MORE THAN 31 YEARS' SERVICE AS SELECTIVE SERVICE DIRECTOR AND AS ADVISOR TO PRESIDENT NIXON ON MANPOWER MOBILIZATION.

AREWELL TO GENERAL HERSHEY

General Lewis Blaine Hershey, who rose from an Army National Guard private to four-star general as director of Selective Service for 29 years, retired on March 27, 1973. At his retirement, he was the nation's oldest soldier on active duty.

At the time of his retirement, General Hershey, 79, was serving as an advisor to President Nixon on manpower mobilization. His tenure as director of Selective Service began on July 31, 1941 to July 16, 1970, a period spanning six administrations.

Gen. Hershey supervised the induction of more than 88 million men and the induction of nearly 15 million during World War II, he led the activities, at the peak, of nearly 200,000 paid and unpaid employees who inducted up

to 406,000 men in a single month.

Gen. Hershey felt that the "Selective Service System is the best example in America of democracy in action," and he once said:

"A society that hasn't got the guts to make people do what they ought to do doesn't deserve to survive. A democracy has to make people do things for their own good."

Born on a farm near Angola, Indiana, on September 12, 1893, Gen. Hershey was descended from Swiss Mennonites who were opposed to war. After finishing high school he began teaching in Indiana country schools while concurrently pursuing studies at Tri-State College, Angola, which eventually led to his receiving

degrees of Bachelor of Science and Bachelor of Arts. Having earlier enlisted as a private in the Indiana National Guard (1911), Gen. Hershey left his graduate studies at the University of Indiana to serve as an officer with the American Expeditionary Forces in France during World War I.

Returning from the "Great War", Gen. Hershey entered the Regular Army, attending the Command and General Staff School and graduating from the Army War College.

In 1936, the then Major Hershey was assigned to Washington, D.C., as Secretary and Executive Officer of the Joint Army and Navy Selective Service Committee, which was studying and planning for manpower procurement in the event of national emergency. On September 30, 1940, he was transferred from the Office of the Chief of Staff to the Executive Office post at Selective Service. He was appointed Deputy Director on December 19, 1940, and Director in 1941.

CIVIL SERVICE TO AID DISPLACED SYSTEM EMPLOYEES

The Civil Service Commission has assured the Director that the Commission, both in the Washington office and the 10 regional and 65 area offices, will work closely with Selective Service in finding new employment for displaced workers.

CSC officers have been advised of the RIF affecting Selective Service and requested to enroll displaced SSS workers in the CSC Displaced Employee Program. The key element of the program is the priority consideration given displaced employees over any other Federal job candidate.

In addition, CSC officials are directed to give RIFed employees counsel concerning severance pay, retirement benefits, and unemployment compensation.



MR. BYRON V. PEPITONE, CENTER, IS SWORN IN AS DIRECTOR OF THE SELECTIVE SERVICE SYSTEM BY FORMER SSS DIRECTOR, DR. CURTIS W. TARR. THE NEW DIRECTOR'S WIFE, MAROLYNN, LOOKS ON. WELL-WISHERS CROWDED MR. PEPITONE'S OFFICE FOR THE CEREMONY WHICH FOLLOWED THE SENATE'S CONFIRMATION OF HIS NOMINATION AS SYSTEM DIRECTOR.

From the Director

AS A NEW ERA BEGINS

The duties and responsibilities of the Director I assume with enthusiasm and a desire to justify the faith President Nixon has shown in appointing me head of this most important Federal agency. I perceive my role as a challenge — to guide the System in a belt-tightening reorganization, which will leave SSS more streamlined and efficient, and, of course, ready to expand in case of a national emergency.

As you know, our present standby plans call for us to continue registration, classification and the annual lottery. For the period commencing July first, I see no need for any changes in or modification to the existing Military Selective Service Act that would affect these procedures.

As part of the streamlining process, we will continue to perfect modern, automated management procedures — most notably the use of the

Registrant Information Bank, which will enable us to quickly re-identify needed manpower in emergency situations. Also, our need to speedily expand during a military emergency will necessitate a comprehensive and high-quality training program for both paid and unpaid System personnel, as well as for our National Guard and Reserve officers.

As regards our local board situation, I believe that we have achieved local board makeup more representative of the ethnic mix served, without causing local boards to suffer from lack of membership or to be encumbered with unqualified people. During our standby status, however, there may be a problem in retaining interested local board members. I believe that we can solve this together.

The greatest problem we will face after July first is in

keeping young men informed of their responsibilities to register. To combat possible indifference in this area, we are preparing a publicity campaign aimed at those turning eighteen.

Looking ahead at the long-range future of our System, it is my firm belief — and I emphasized this in my confirmation hearings before the Senate Armed Services Committee — that Selective Service must be kept in existence to insure our national security. With the advent of the Volunteer Army, we are embarking on a great social experiment that needs time in which to be tested. As I suggested to the Committee, there are probably close to 200,000 men in the military today who were either drafted or draft-motivated to enlist, and until these soldiers actually separate from the service and they are replaced with true



volunteers, we will not have "All Volunteer" force.

Our fiscal year 1974 by request of \$55 million is really a very small investment and I feel that most intelligent Americans are willing to pay this premium for the insurance of having in the background highly dedicated group of skilled professionals, and able at a moment's notice to mobilize our nation's power in the defense of freedom.

Byron V. Pease

ALTERNATE SERVICE WORK PROGRAM

All State Directors have been informed by the Director that he considers the administration of the 1-W Program a major operational responsibility which will continue until 1975. At the present time, there are approximately 9,000 1-W registrants who are performing 24 months of obligated alternate service in lieu of induction with more than 5,200 employers.

At several recent meetings, representatives from those states

with the largest number of 1-W registrants at work received orientation on the requirements for the proper management of the program.

Throughout the System, State Directors are now involved in a program whereby staff personnel are visiting 1-W employers to make certain that those registrants assigned to alternate service are employed full-time and performing satisfactorily.

Arrangements are being made to reassign immediately the limited number of Class 1-W registrants who are not performing satisfactorily on an appropriate job. There are an adequate number of position vacancies to accommodate those needing reassignment.

As a result of the cease-fire in Vietnam, many inquiries have been received about the possibility of being relieved from alternate service now. The 1-W registrants who are

working now were the Civilian counterparts of those Civilian registrants inducted in 1971-1972. They are required to perform 24 months of civilian work of induction, whereas the Civilian registrants, who were inducted, must serve 24 months of military service.

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This monthly bulletin is a medium of information between National Headquarters and the components of the Selective Service System as well as the general public. However, not contained herein may be accepted as modifying or enlarging the provisions of the Military Selective Service Act of 1967, as amended, or any other acts of Congress.

Communications should be addressed to: Office of Public Information, National Headquarters, Selective Service System, 1724 F Street, N.W., Washington, D.C., 20435. For documents, U.S. Government Printing Office, Washington, D.C. 20402 — price 20 cents (single copy). Subscription Price: \$2 per year; 50 cents additional for foreign mailing.

Changes in Top Management at National

Several key shifts have taken place among the management group at National Headquarters, underscoring the realignment of functions and streamlining of Selective Service.

Mr. John D. Dewhurst has been elevated to become Acting Deputy Director. He

formerly served as Assistant Deputy Director for Administration since September 1970.

Mr. Kenneth J. Coffey, Public Information Officer for Selective Service, is leaving the System in May. He plans to travel in Europe and publish a book after research-

ing the comparative draft systems of more than a dozen countries.

Mr. Daniel J. Cronin, former Assistant Deputy Director for Operations, will also be leaving Selective Service in June for another position.

ST DY PUTY ECTOR POINTED



ORGIA

the minds of many ante-romantics, Georgia woman- is best symbolized by some ah declah, suh" Scarlett a-type, sitting prettily on a ia surrounded by lilacs and ia trees, while she coyly sips julep.

il, there may be some Georgia es still like this, languishing old plantation, but not Mrs. l. Flowers. A human symbol emerging "New South", Mrs. rs has served the Georgia ive Service in increasingly re- ble positions for 26 years, ating on March 1, 1973 in ointment by Director Byron ne as Deputy State Director orgia — the first lady ap- ed to such a high position in story of SSS.

rn in Griffin, Georgia, and ated from high school in At- Mrs. Flowers began her Selec- service career at age 18 as an ed assistant clerk in a Fulton y board. She took two years om SSS during World War II rk for the Veterans Admin- on, and has spent her last 22 rving Georgia State Head- ers as Chief, Classification and Division, Chief, Local Board tions and Classification Sec- and Manager, Operations on.

her rise through the ranks, Flowers says she has found her gender to be very little cap, and for this she gives a of credit to Georgia head- ers employees for their com- acceptance of her. In dealing people outside the System, ver, the thoughtless request, ant to talk to a man," is not milar to her ears. To this she ly retorts: "If you tell me problem and I can't help you, I'll let you talk to a man." ngely enough," Mrs. Flowers



MRS. SARA J. FLOWERS IS CONGRATULATED BY GEORGIA GOVERNOR JIMMY CARTER (RIGHT) ON BEING APPOINTED DEPUTY DIRECTOR FOR THAT STATE. ON LEFT IS GEORGIA STATE DIRECTOR MIKE HENDRIX.

reports, "women often object to me more than men."

But any question of Mrs. Flowers' competence in Selective Service affairs would surely elicit an argument from anyone who's worked with her in the Georgia System. As Georgia State Director Mike Hendrix says:

"She is personally known and

held in the highest esteem by all compensated personnel. Her outstanding ability, dedication, and knowledge of Selective Service operations is recognized, respected, and admired by all uncompensated personnel."

Mrs. Flowers is married to L.W. Flowers, Jr., and they have three daughters and four grandsons.

RPM CHANGES

The Registrants Processing Manual (RPM), prepared by the Operations Division to provide uniform guidance to all local boards, has emerged as a key working document since the release of the first chapters more than a year ago.

Many factors have been involved in the evolution of the RPM. Regulation changes head the list. Another vital factor has been the feedback received from the field relating to the everyday, practical application of the Manual. The Operations Division, National Headquarters, invites your continued comments and suggestions. Send them to your State Director.

Three new chapters are soon to be released. Chapter 622 (Classification Rules and Principles) and Chapter 628 (Examination of Registrants) are temporarily delayed while recommended policy changes are being coordinated with the Department of the Army. Chapter 642 (Violators) will be re-issued when the General Counsel, and the Departments of Justice and Defense complete their discussions on certain portions of this chapter.



Catholic Cardinal Served on Puerto Rican Local Board

Most Reverend Luis Cardinal Aponte, first Puerto Rican ever appointed Cardinal in the Roman Catholic Church, served our System as a local board member in the early 1950's.

Cardinal Aponte, 50, Archbishop of San Juan, Puerto Rico at the time of his appointment as Cardinal by Pope Paul VI, served as a member of Local Board Number 44 at Maricao during the years 1952 and 1953, until his appointment was terminated because of change in residence.

can't on page 4

Schenectady, N.Y. Boasts First American Draft Call

It's something of an historical irony that President Nixon ordered an end to U.S. draft calls almost to the day, 197 years ago, that the first formalized military "draft call" was issued in Schenectady, N.Y.

It was on January 26, 1776 that the Schenectady Committee of Correspondence, Safety and Protection ordered the issuance of "Goretings" — the Dutch equivalent of "Greetings" — to all unenlisted males in the township, directing them to report on Feb. 10 for the organization of their respective militia companies and the election of officers, reports an Albany newspaper.

This draft action was an outgrowth of the American Revolutionary War, declared against England the year before. Schenectady had organized other volunteer militia units before this time, but the Committee decided more men were needed.

In 1777, Massachusetts and Virginia also enacted military conscription laws to fight our war for independence, and in 1778, the Continental Congress considered similar legislation for all 13 colonies when General George Washington wrote: "I believe our greatest and only aid will be derived by drafting, which I trust may be done by the United States." Washington's plea for a national draft call was not acted upon, however, because of France's entry in the war on the side of the Americans.

In 1792, the nation's first Federal Militia Law was enacted; it called for all able-bodied white, male citizens between 18 and 45 years of age to enroll for military duty. No pay was provided and each draftee was expected to furnish his own musket in his state's militia.

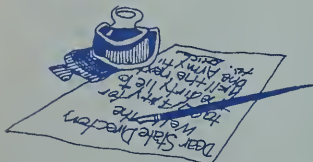
The War of 1812 with England saw a Federal military conscription act being considered, but it was not adopted.

Congress resorted to the first full military draft on March 3, 1863 to fill the Union ranks for the Civil War, and World War I necessitated the nation's next full-scale military conscription on June 5, 1917, when

can't on page 4

LETTERS TO THE STATE DIRECTOR

Over the years, Colonel George Stewart, Illinois Deputy State Director, has collected choice excerpts from letters sent to Illinois local boards and state headquarters. He published some of these in a recent issue of "Chats", the Illinois System newsletter. We thought they should be shared nationally. To wit:



"I am writing to ask you to draft my husband into the Army. He is so dumb he don't appreciate being a civilian and don't deserve his freedom."

"You can't turn me down. I've proposed to three girls, told my boss what I think of him and sold my car."

"I want you to take my husband into the Army right now. He has run off with another floozie."

"I want to repeal my son's classification. He is so stupid, he can't go nowhere by himself cause he gets lost. I got 3 other children whose stupid to."

"Please don't put my husband in the Army. I didn't marry him for a good time or pleasure, but to support me and my parents."

"I ain't gonna come. I'm too sweet and tender to fight."

"I received your letter of Seduction and will

be there on the 28th."

"I don't think that I do good in Army. Can do more for country at home if you understand. Have 2 and 7/9 children and you can rely on me to keep on doing good."

"Please help me find my boyfriend who I haven't seen in two years. He has curly hair and blue eyes and is very handsome. He told me his name was Smith. Please send me the addresses of all the

local boards and camps in the country I can write and them too."

"Please tell me how I can join up without red tape. I've had relief since my band's project was off."

"Please send my form to fill out."

"I am very surprised to hear that you are so illiterate. I am his father one week before he was born."

TEXAS BOARD CHAIRMEN SUPPORT PRESIDENT ON AMNESTY

In a recent letter to President Nixon, System Director Byron V. Pepitone conveyed the support of 151 Texas local board chairmen for Mr. Nixon's stand against the granting of amnesty to violators of the Selective Service Act.

Mr. Pepitone was asked to

communicate this support of the President's policy when he met with the assembled chairmen on March 15 in Austin. The main purpose of the meeting — called by Texas State Director Melvin Glantz — was to brief System members on reorganization and collocation.

SHOWING THE FLAG

Sufficient American flags have now been procured and distributed to all State Headquarters to allow one to be displayed in each local board site in the country. A few locations may find it difficult to erect the nine foot standards in an eight foot office. Unfortunately, this was the smallest size available. The flag can either be displayed on the wall or the wooden pole can be shortened.

COLLOCATION AHEAD OF SCHEDULE

The System is ahead of schedule in reducing the number of local board administrative sites, according to the National Headquarters Plans and Analysis Division. The schedule set at the State Directors' conference in February called for the System to reduce from 2,700 sites to 2,550 by June. Preliminary field reports indicate that by late April the System was down to less than 2,400 sites. The State Directors' schedule calls for the System to be down to 1,700 sites by September and further reduced to 925 by the end of December.

Don't Unload That Excess Car or OCR Typewriter!

State Directors have been advised *not* to dispose of any excess autos or OCR optical scan typewriters that turn up after collocation. National Headquarters wants to survey all auto needs nationwide to insure that dependable transportation is on hand throughout the System. Overages in one state might very well be transferred to a state with shortages in reliable transport.

A complete review of national needs for the optical scan typewriters will be made before any are disposed as excess. State Directors have been advised to report their OCR typewriter excesses to National Headquarters and retain them until overall System needs are determined.

INVENTORY DEADLINE SLIPPED

The Administrative Services Division Manager at National Headquarters has waived the 30 June requirement for an equipment inventory because of the collocation activities and disposal of excess supplies underway in all states. New deadline for equipment inventory is 31 December 1973.

Form 3's Got You Puzzled?

The Regulations require that a permanent record of Selective Service Form 3 (List of Registrants) be kept at each State Headquarters. Some states have encountered difficulties in acquiring storage when moving to new offices. The National Headquarters wishes to remind all State Directors that these and similar type records can be stored in regional Federal Records Centers and still be in compliance with our legal requirement for permanent retention. Complete information for storing material in Federal Records Centers can be found in Federal Procurement Manual Regulations (FPMR) 101-11.410-2. If State Directors desire any assistance in this matter they are invited to contact National Headquarters.

HOW YOU UNLOAD THAT EXCESS PROPERTY

An Administrative Services Letter to All State Directors now in all State Headquarters provides uniform guidance for the disposal of excess property. The letter describes procedures for transfer of property at State Headquarters and local sites to other Federal agencies. It also explains how to account for the equipment with GSA. An Administrative Services manual including a chapter on property management will soon be issued by National Headquarters to provide broader guidance in this whole area.

Renting New Office Space

A waiver of provisions of Economy Act requiring certification before procurement of office space for Federal agencies has been obtained by National Headquarters from the Office of Secretary of the Army. This will greatly facilitate the collocation of local board administrative sites, eliminating a significant amount of processing time for advertising appraisal of property. State Directors are reminded of this in they encounter problems.

Catholic Cardinal can't from Puerto Rico

Born in Lajas, Puerto Rico, eighth of eighteen children, Cardinal Aponte attended public elementary and high schools and received his Bachelor of Arts degree from John's Seminary in Boston, Massachusetts. After completing theological studies at St. John's, he was ordained as priest in April 1955.

Presently serving as President of the Board of Trustees of the Catholic University of Puerto Rico, Cardinal Aponte holds an honorary degree of Doctor of Law from Fordham University.

Schenectady, N.Y. can't from Puerto Rico all registered males were required to register for possible calls to service.

Selective Service as it is known was signed into law on September 16, 1940, and in the 31 years drafted millions of young men through thousands of local boards — a scale of operations probably undreamed of by that I Committee of Correspondence, Safety and Protection in Schenectady, N.Y., when they ordered colonists to defend their new rights as Americans 197 years ago.



Selective Service NEWS

JUL 20 1973

CIVIL SERVICE CONGRESS

House Appropriations Subcommittee hearings this year on the Selective Service System were very much, according to the National Headquarters Legislation and Liaison Office. The basic attitude of the Subcommittee recognized that the System requires Selective Service to perform certain operations and the Committee's main concern was seeing to it that the money for the job was wisely and efficiently planned.

The Subcommittee went over every line item in the budget with great care to insure that every dollar to be spent was justified.

The Subcommittee is continuing hearings for other Federal agencies within its jurisdiction and these hearings will not be completed until early summer. At that time the full Appropriations Subcommittee will act on the Subcommittee's recommendations before the entire package to the House vote.

On the Senate side, the results of the hearings in the Senate hearings are in time. The Committee chairman Senator Proxmire, is opposed to the standby operation of Selective Service, but the 1971 amendments which require a role for Selective Service in the Senate, and there can be substantial support for the role among Senators in the Senate. If history is any guideline, Senate deliberations on the bill will take more time than the House. A full Senate vote is expected earlier than mid-September.

There are differences between House and Senate versions, the bill will go to a joint conference committee to work them out.

Those of you who wonder how Selective Service will pay its bills, the 1974 budget is not expected by July 1st, it has been expected for Congress to pass a Continuing Resolution which authorizes agencies of the government to continue operating at the same rate as the previous year if their budget is not passed into law at the opening of the fiscal year. In cases where a request is lower than the previous year, which is true for the year 1974 with Selective Service, the agency involved must be spending to fit the lower



Senator Hatfield greets director Byron V. Pepitone (seated in foreground) prior to the start of the Senate Appropriations Subcommittee hearings on the Selective Service fiscal year 1974 budget. From the right on the panel preparing for the hearing sit Senator Mathias, Senator Proxmire, Staff Counsel, and Senator Chiles.

LOCAL BOARD EMPLOYEES MAY SHED "STEPSISTER" STATUS

A bill has been introduced in Congress to place all Selective Service System local board employees fully into the Civil Service System, ending an irritant to many personnel at the local level.

Technically, all local board employees have full Civil Service benefits, pay, leave, insurance and retirement; but they are not on the General Schedule. This means employees do not have the same appeal processes open to them for their job classifications as do regular Civil Service employees.

But, the difference stretches further than that. There is an intangible "second-cousin" attitude that prevails about local board compensated personnel, especially if they apply for other Federal jobs. Eyebrows are raised by personnel officers at other agencies who do not understand this special category of Federal employee. The result is a reluctance in some quarters to hire for fear they may have to employ special processing for the "SG" salaried employees of Selective Service, even though in fact they do not.

The bill was introduced by Congressman David N. Henderson (D-N.C.). National Headquarters Legislation and Liaison Officer Samuel Shaw reports that "the prospects for passage of the Henderson bill or similar legislation this year are pretty good".

CLASSIFYING VETERANS

"I completed active military service including a tour in Nam; why am I classified 1-D?", is frequently asked by veterans.

Most veterans have completed two years of active duty, but they still have a Reserve obligation to round out six years' total service. After active duty discharge, they are transferred to a Reserve activity by their service and must complete their obligation in this status.

While in the Reserves, veterans are under the jurisdiction of the armed services and for that reason, they are properly classified in Class 1-D until they complete their six-year obligation.

CIVIL SERVICE EVALUATES SSS

The Civil Service Commission has completed its evaluation of the Selective Service System and their overall reaction was complimentary.

Their final report, forwarded to Byron V. Pepitone in May, disclosed that the Civil Service graded our System high for its merit promotion policies, its overhaul of the old performance evaluation system, and its institution of training and dissemination of training modules.

Three areas need more work, according to the Civil Service Commission review. The supervisory and management training program must be implemented. The equal employment opportunity procedures must be spelled out more clearly and implemented nationwide. And, our own internal personnel management evaluation system must be put into effect.

VERMONT STATE DIRECTOR APPLAUDS RED CROSS

Lt. Colonel David Pinkham, Vermont State Director, presented the Chittenden County Chapter of the American Red Cross a certificate of appreciation signed by the President, the Selective Service Director, the Governor of Vermont, and himself. Between January 1969 and January 1973, the local chapter provided hospitality services at 5:00 a.m. of coffee, doughnuts and a free copy of the morning paper to young men departing for the Armed Forces Examining and Entrance Station in Albany, New York.

Registration By Mail Tested

National Headquarters has finished a pilot test of registration by mail in Michigan, Washington and Florida, and preliminary results look good. For example, an average of 700 registrations per week were accomplished in Michigan where forms were displayed in schools and public buildings. Young men filled in their names and addresses on cards and mailed them to the local boards. The boards, in turn, sent them the necessary forms for registration, and the men filled them out and returned them. First results show that these men filled out the forms accurately and completely.

In other test areas, young men

picked up the Form 1 Registration Forms, filled them out, and mailed them to their local boards. The boards in turn, mailed them a Status Card.

Final results of the pilot program have not been fully evaluated. The purposes of the test were to experiment with methods which may ease registration and to supply registrants with as much information and time necessary for proper registration. The display of posters and cards in public buildings also served to alert parents and all young men of their continuing legal responsibilities for registration.

Our Local Board Members

During World War II, a Gallup poll asked the American people this question: "Do you think the draft has been handled fairly in your community?" The "yes" vote was 78 percent, with 80 percent of the men answering in the affirmative and 76 percent of the women. I cite this overwhelming support of the System's local board structure to emphasize a point which I firmly believe, strongly support and have often stated, both officially and publicly: The local board members, all uncompensated community leaders, are truly the heart of the Selective Service System.

I know that many of our local board members do not feel as necessary now as they did when there were inductions, when a war was in progress. The fact is, however, that no job within the System today is more vital than that of a local board member. This has been true in the past, and continues to be true as we evolve into a standby organization. Only with functioning local boards can an effective standby System be maintained, and with this protection our country can face the uncertain future with reasonable assurance that we are better prepared for whatever may lie ahead.

During my recent appearance before the Senate Appropriations Subcommittee, chaired by Senator

Proxmire, I was questioned by one Senator as to our ability to maintain a viable local board structure. He viewed it as next to impossible to keep citizens interested. I explained that this is the biggest task I now face, retaining the interest of the local board members, and assuring that they have the knowledge to exercise the System fairly and impartially so that it will be acceptable to the young men and their families.

I told the members of the Subcommittee of the considerable time I have recently spent talking with local board members, all of whom are good, solid American citizens who volunteered for these jobs. I related how pleasant and reassuring it was to hear them express their willingness to serve their country in this capacity. As to the possible need for the System in the future, I referred to a conversation with some of the Senators just prior to the start of the hearing, remembering how in the United States at Christmas 1945 we were convinced that we had fought our last war, that we would never again induct anyone, that no one would ever again come under hostile fire. Yet, five years later, many of us were in Korea. Just five years.

All Americans should salute the System's local board membership. Many of these citizens continued to

serve through the trying times in recent years when they were victims of obstruction, confusion, and sometimes threats of physical harm. They deserve the highest praise and gratitude. Hopefully, they feel as I do—that their mission is vitally important, worthy of their sacrifice, and of greatest importance to the young registrant whose future depends upon their dedication.

Many local board members, in recent letters, have expressed their views on the current status of the Selective Service System and our reorganization plans. I value their opinions and have made it a practice to personally reply to their letters. In many cases, their criticisms are directed at the collocation of the local boards. I attempt to explain the need for these actions, and the reduction in our paid personnel, in order for us to operate as effectively as possible under the severe budget restraints levied upon us. I earnestly urge their support and understanding.

Further, in my replies, I attempt to explain the efforts we are making to ease the burdens to the local board members caused by collocation. Perhaps of primary importance is the option granted for conducting board meetings at the new local board administrative site or in their own communities as in the past.



As we continue to register and classify young men, the local board members' judgments remain of greatest importance. Only through the actions of the local board can the readily available manpower be maintained for a possible emergency.

Although I have singled out local board membership as the subject of this column, it is my intention to ignore the impact of the other uncompensated groups: the appeal board members, the registrars, and the advisory registrars. All play vital roles in assuring the success of the System. I plan to devote future columns to the men and women who are in these specialized capacities.

Byron V. P.

COMPUTER TO AID LAW ENFORCEMENT

The computer at National Headquarters will soon begin assisting the General Counsel in keeping an accurate inventory of Selective Service law cases.

A Violator Inventory Monitoring System (VIMS) concept was designed by a Selective Service Reserve officer, Colonel Frank H. Grubbs, on his two-week active duty assignment and is scheduled to go into operation on September 1st. The program, which is presently being developed and implemented by Lt. Colonel J. M. Culpepper, is a closed system which will provide detailed information on the status of each and every case being processed by Selective Service Regional Counsels and those in the hands of the U.S. Attorneys.

Reports will enable the General Counsel, Regional Counsels and State Directors to be constantly aware of the magnitude of the problem of law enforcement and civil litigation so that immediate remedial action may be taken. Trends in late registration, for example, will be readily noticeable in

a report that will provide the statistical distribution of late registrations by state and the number of days elapsed between the last fixed date for registration and the actual date a man registered.

Another report will allow State Directors and Regional Counsels to monitor local boards' performance in reporting violations for late registration. The number of days elapsed between notice of a violation and reporting it to the Regional Counsel and State Headquarters will be isolated.

The workload at each Regional Counsel's office will be audited by a report showing the cases on hand in each office at the beginning of the month, the cases received, the cases disposed of, and the cases still on hand at the end of the month. A running account of cases returned from the U.S. Attorney to the Regional Counsel will also be kept. Cases referred to U.S. Attorneys for action will be posted on a report that will show exactly where the case stands in the judicial process.

Additional reports will disclose those cases reviewed by Regional

Counsels and National Headquarters, and returned to local boards for action, and will analyze trends in procedural errors committed at the local board level, which will allow State Directors to take corrective action where warranted.

CONSCIENTIOUS OBJECTOR PROGRAM STUDIES NEAR COMPLETION

Conscientious objector work program managers and local board personnel will be aided in the near future by the completion of three studies by National Headquarters.

Revision of Chapter 660 of the RPM (Alternate Service) to include more detailed instructions for the administration of the CO work program was completed in May and will be promulgated in the near future. This will provide states with detailed procedures for the management of their individual work programs for alternate civilian service. The reason, of course, is to promote uniformity by having standard procedures and operations throughout the System.

By early autumn, National Headquarters will have completed studies of Class 1-W registrants in Illinois. Aspects being examined are the types of jobs, salaries, types of employers, educational skills and background of the conscientious objectors. The purpose of the study is to broaden our knowledge of potential employment opportunities in the event draft call resumed in the future. If the study proves worthwhile, the plan is to develop a job bank at the National Computer Center.

A training module for operational personnel throughout the System is being written on the analysis of conscientious objector claims. This will explore how to determine the validity of such claims, and how to conform to the classification procedures required under Chapter 6 of the RPM (Classification of conscientious Objectors).

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statewide public information
underway in Georgia
by Mrs. Betty Brooks dem-
onstrates what can be done with a
formational "tools".

Brooks personally con-
tacted high schools throughout
the state offering to speak on Selec-
tive Service. The results: in seven
states, 236 presentations reaching
30,000 students in 140

after an end to draft calls
announced in January, Mrs.
invited Executive Secre-
taries to visit schools with her.
registered eligible men on the
for the formal program. Sub-
sequently, several schools invited
Executive Secretaries for repeat re-
peat drives at their schools.

Brooks spotted an oppor-
tunity in the brochure, "But I
think the Draft Had Ended?",
it arrived at Georgia Head-
quarters. She arranged to tape a
minute public affairs show
the dialogue consisting simply
script of the brochure. The
fewer posed the questions
on the brochure, and Mrs.
used the answers printed

issues a weekly press release
covering current changes in Selec-
tive Service law and regulations.
result: she's a "regular" in 100
newspapers. Her latest release
highlights Georgia's information
program and volunteers speakers
at local engagements.

SELECTIVE SERVICE TO PARTICIPATE IN FEDERAL INFORMATION CENTERS

single points of inquiry in 36
states in the nation have been estab-
lished by the President to provide
information where citizens can deal
directly with their government. These are
Federal Information Centers.

The Selective Service System has
invited to participate in this
program and will cooperate fully
with the General Services Adminis-
tration who is the caretaker of the
program.

Moreover, a Washington Federal
Information Center is being estab-
lished to help citizens coming to
Washington for business with the
Government. The center will pro-
vide personalized assistance to call-
ers, analyzing their problems and
identifying the proper sources of
information. The basic intention is
to end the endless chain of refer-
rals which callers seeking govern-
ment information have often experi-

staff member from National
Headquarters has been assigned to
work with the GSA in establishing

Employee Promotions Controlled During Cutback

Controls on promotion through-
out the System have been set up so
all employees will be treated fairly
during the period of cutback now
underway.

Positions scheduled to be abol-
ished that become vacant prior to
being abolished will not be filled. If
a position that is not going to be
abolished becomes vacant, however,
it may be filled.

In area offices, vacancies may be
filled only when they result from
completed collocation or consolida-
tion of local boards. Vacancy an-
nouncements for the new positions
may be issued. But, employees can-
not be promoted until all adminis-
trative procedures established by
National Headquarters have been
fulfilled. Vacancies at State Head-
quarters cannot be filled until prior
approval is received from National
Headquarters.

All promotion requests for per-
sonnel at State Headquarters and
Area Offices must be submitted to
the Regional Service Center for
review. The Service Centers will
certify in writing to National Head-
quarters that the displacement and
retreat rights of all employees with-
in the competitive area and compet-

itive level have been exercised. Or,
the certification will state that the
people involved have declared in
writing that they decline to exercise
their rights or are accepting reas-
signment to another position.

Promotions at State Head-
quarters and Area Offices are re-
stricted to one grade advancement
with the following minimum time
limits: to be promoted to grade
GS/SG-4, a person must have served
at least six months at the next
lower pay grade; to be promoted to
grade GS/SG-5 or above, a person
must have served at the next lower
grade for at least one year.

At the Area Offices, promotions
to fill vacancies may be allowed if
the area office has completed the
collocation or consolidation of all
local boards scheduled for that area
office.

No promotions will be effective
until both the promotion and termi-
nation forms for employees in-
volved in an area office have been
received, reviewed and approved by
National Headquarters.

No promotions will be made
until the reduction-in-force com-
petitive areas have been determined
by the State Director in writing to

the Service Center. Moreover, the
competitive areas and levels must
have been applied in determining
employee rights at the area office
where promotions will be re-
quested.

Promotions at State Head-
quarters will be considered only
after all scheduled collocation and
consolidation actions in the state
are completed and all restaffing has
been accomplished. Restaffing is
considered accomplished when the
number of positions existing at all
area offices is reduced to or below
the maximum personnel ceiling au-
thorized for each Area Office. The
State Headquarters staffing is the
December 15, 1973 personnel au-
thorization.

Promotions and permanent hir-
ing at National Headquarters will
remain frozen until each division
gets down to its December 15,
1973 staffing authorization.

The austere budget and man-
power constraints under which
Selective Service will operate over
the next year makes these controls
necessary. The controls are de-
signed to promote employee ac-
ceptance of management actions
taken under the reorganization and
to insure that all are treated fairly.

the Washington Center. It is antici-
pated that as Selective Service par-
ticipation grows with the Capital
Center, additional System employ-
ees will be asked to help in the 36
regional locations.

RIF AND RETIREMENT TRAINING

National Headquarters' training
staff has put together two slide
show modules on the reduction in
force (RIF) and retirement. Both
explain in detail the procedures and
the employees' rights and obliga-
tions. The RIF show is in dis-
tribution and the retirement pack-
age is soon to be released. The
Director urges their use by all levels
of management.

GUARD/RESERVE ROLE SURVEYED

The Management Evaluation
Group at National Headquarters is
now finishing the field survey of
more than 40 states aimed at ex-
ploring ways to increase the con-
tribution of National Guard and Re-
serve officers to the System.

The survey has involved trips to
State Headquarters and Guard and
Reserve units to discuss the project
with State Directors, Commanders
and members. The results presently
are being evaluated and it's not too

late for you to forward ideas you
might have to the Management
Evaluation Group at National Head-
quarters.

Changes in the current contribu-
tion of Guard and Reserve officers
may well result. The National staff
hopes to develop detailed guidance
that will be offered to state direc-
tors, who are responsible for the
training of Guard and Reserve offi-
cers.

STATE HEADQUARTERS TO RECEIVE VIEWERS

Starting in July, the locator and
locator supplement reports issued
by National Headquarters' Compu-
ter Center will be produced on
microfiche—a miniaturization that
reduces twenty or more pages of
text to a card the size of your
pocket.

Microfiche viewers for computer
report reading will be on hand at all
State Headquarters by early June.
The decision to convert to micro-
fiche was based on the obvious
merits of reducing paperflow and
the tremendous savings. An easy-to-
understand instruction manual will
accompany the viewer.

State Headquarters are reminded
to contact their local Datagraphix
representative *before* they have
troubles with the equipment to save
time when and if problems arise.

OREGON RESERVE UNIT PRODUCES NEWSLETTER

The State Director of Oregon
reports that members of the Army
Reserve unit in Salem, Oregon have
taken over most of the production
of the state newsletter to all em-
ployees. They are helping in copy-
writing, layout, art work, and pro-
duction of the monthly release. The
Reserves were brought in because
of insufficient staff and time for
the project to be completed by
regular headquarters personnel. It's
an opportunity for Reserve mem-
bers with special training and ex-
perience in journalism to contribute
their talents to Selective Service.

A SHORT COURSE IN HUMAN RELATIONS

(From Washington State Headquar-
ters newsletter "RIB")

The six most important words: I
ADMIT I MADE A MISTAKE

The five most important words:
YOU DID A GOOD JOB

The four most important words:
WHAT IS YOUR OPINION?

The three most important words:
IF YOU PLEASE

The two most important words:
THANK YOU

The one most important word: WE
The least important word: I

MORE TRAINING COMING YOUR WAY

"Problem Solving" and "Operations Field Supervision" are the subjects of two new training modules now on their way to all states. The first module is designed for all employees but is geared mainly to supervisors to show how decisions are made in day-to-day operations, to give instruction on the techniques of decision making, and to show supervisors and employees what kinds of reactions certain decisions cause.

The "Operations Field Supervision" module is geared to supervisors and covers all aspects of handling administration and personnel at local sites. It includes a reference booklet for frequent use after the formal training sessions.

In all, National Headquarters Training Division is planning 24 modules for distribution to the states by the end of the year. Those already distributed include: Performance Evaluation, Self Development, Merit Promotion, Retirement, and RIF. Next to arrive at State Headquarters will be one on "Equal Employment Opportunities" and another on "Communication".

HANDBOOK FOR SUPERVISORS TESTED

A new handbook for area supervisors is now being tested in Pennsylvania, Connecticut, and Massachusetts. In one volume it contains the complete guide to supervision and administration. The test is being conducted to ascertain its effectiveness and is expected to take two months for full evaluation. After the results are in and changes are made, it will then be distributed to all State Headquarters for use by supervisors. Look for it around the end of the year.

NEW INFORMATION BROCHURES

The Registrant Information Section at National Headquarters is rewriting all of the draft information series brochures to reflect the many changes that have taken place since they were first published in 1972.

The brochures will accent the standby draft situation and explain a man's obligations and responsibilities during a period of no draft calls.

The series should be written, printed and distributed to states by

late July or early August in time for school reopening.

MISSISSIPPI REMINDS EMPLOYEES OF FEDERAL CREDIT UNIONS

The newsletter from Mississippi State Headquarters, "The Hi-Lighter", reminded all employees recently that they are eligible for membership in the Federal Credit Union System. This applies nationwide.

Saving by payroll deposit is possible with the Federal Credit Unions and attractive dividends are paid by most.

Low interest loans are also available. Contact your area supervisor or State Headquarters for information about the Federal Credit Unions in your locale.

POSTER PROGRAM LAUNCHED FROM NATIONAL

A series of six four-color posters is in production at National Headquarters with shipment to states to begin in July or August. The theme is short and sweet . . . Young men must still register at age 18. They are suitable for display in barber-shops, supermarkets, high schools, firehouses and/or community bulletin boards across the nation.

CORRESPONDENCE COURSE FOR MILITARY RESERVISTS

A self-study program for active Service Reserve officers being field-tested in four locations. The course, which provides information about the System in general format, is designed to familiarize a Reserve officer with conditions and administration, discuss on history and knowledge of Selective Service operations. Results are now being evaluated when they are fully evaluated. The course will be packaged and distributed to all Reserve units within the System.

OPERATIONAL NOTES

June and July will see projects reach completion by the Operations Division at National Headquarters.

Chapter 690 of the RPM, dealing with Standby Reservists, is programmed for publication in the Registrants Manual, for use by states. It will be ready for National Headquarters staff review in July. Revision of the Advisors to Registrants Manual also will be completed this month. July will see revised publication of the System index to the RPM.

THE CONGRESSIONAL HOPPER

Numerous legislative proposals affecting Selective Service are before both houses of Congress. We thought a review of them might prove useful to employees.

Bear in mind that all of the legislative proposals listed below must be subjected to committee review and action before being sent to the floor for a full vote, passage, and Presidential signature into law.

Number	Legislative Proposal	Introduced By
H.R. 1075	To provide that the membership of local Selective Service boards reflects the ethnic and economic nature of the area served by such local boards.	Mr. Roybal (California)
H.R. 1200	To amend section 6(o) of the Military Selective Service Act to exempt from service an individual if his mother's death was service-connected, and for other purposes.	Mr. Stratton (New York)
H.R. 2034 and H.R. 2035	To amend the Military Selective Service Act of 1967 clarifying the definition of conscientious objector so as to specifically include conscientious opposition to military service in a particular war.	Mr. Koch (New York)
H.R. 6334	To provide that the positions in local boards and appeal boards within the Selective Service System come within the Classification Act.	Mr. Henderson (North Carolina)
S.J. Res. 54	That the Military Selective Service Act of 1967, as amended, is repealed effective June 30, 1973.	Mr. Hatfield (Oregon)
S. 1187	That the Military Selective Service Act is repealed effective June 30, 1973	Mr. Proxmire (Wisconsin)
H.R. 73	To provide for meeting the manpower requirements of the Armed Forces of the U.S. through a completely voluntary system of enlistments, and to further improve, upgrade, and strengthen such Armed Forces, and for other purposes.	Mr. Kastenmeier (Wisconsin)
H.J. Res. 51	Repealing the Military Selective Service Act.	Ms. Abzug (New York)



Selective Service NEWS

AUG 21 1973

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REGIONAL LEGAL STAFFS STEAMLINED

organizational changes in the System have left their mark on our legal staff, cutting the number of Regional Counsel offices - after July 1st - from six to two and the number of attorneys from 12 to six.

Shut down are the Regional Counsel offices in Atlanta, Chicago and Fort Worth; taking up the slack in handling all field legal matters will be the offices in Philadelphia, Alameda and Denver. Cases have been transferred to these remaining offices on an available, geographic basis: Philadelphia and part of Chicago's (Michigan and Ohio) goes to Philadelphia, and Ft. Worth's and other part of Chicago's work (Illinois, Wisconsin and Minnesota) falls on Denver.

The Regional Counsel concept was introduced into Selective Service operations in 1971, when the staff numbered approximately

27,000 and many were being delayed for procedural reasons. Prior to this time, each State Director dealt directly with U.S. Attorneys on legal matters within their jurisdiction -- in many cases the state headquarters staff had no legal personnel at all.

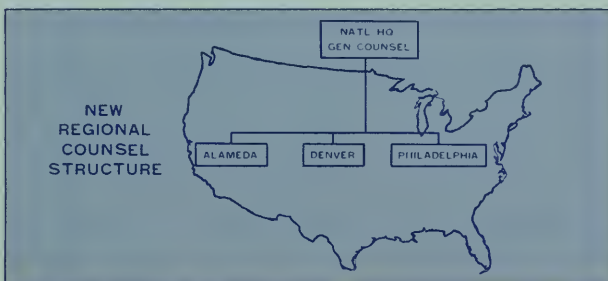
The primary responsibility of each Regional Counsel is to act as liaison between the appropriate U.S. Attorney and the staff personnel at each state headquarters in

the Counsel's region. He also prepares a variety of legal opinions and briefs and renders legal advice and assistance for cases of Selective Service law violations -- cases which normally involve disputes on classifications and refusals to register, be inducted, or enter the alternate service work program.

The Counsels are charged with interpreting and applying all public laws, executive orders and System directives when asked by either the

U.S. Attorney, State Headquarters or Regional Office officials. Their daily routine often finds them: (1) reviewing all cases for procedural and substantive accuracy before forwarding them to the U.S. Attorney for prosecution (a docket is kept on each case); (2) acting as liaison between State Headquarters, the U.S. Attorney, the Armed Forces Entrance and Examining Stations, and the F.B.I.; and (3) providing legal assistance to the Regional Service Center staff in all matters affecting that office.

The National Headquarters General Counsel supervises the Regional Counsels, as well as outlining their program objectives and periodically reviewing their work. The assistance they provide in administrative and legal issues, trial litigation, and appellate matters is performed under the supervision of the appropriate Assistant General Counsel at National Headquarters.



REGISTRANT SERVICES: A NEW FUNCTION AT NATIONAL HEADQUARTERS

Registrant Services Branch has been established in the Operations Office of National Headquarters to combine the former public information and case and inquiry -- a move brought about by a streamlining of functions.

The branch will concentrate its efforts on two broad areas -- recruiting programs to inform registrants, their families and friends of their legal rights and responsibilities, and responding to public information queries.

The National staff is responsible for providing adequate information for state headquarters and boards. These include posters distributed to high schools, colleges and elsewhere in local communities. The Curriculum Guide to the Draft and periodically drafted information brochures also be issued. Television and public service ads are now in production. Audio/visual devices, as the slide shows on the film, are being updated. The monthly newsletter will be

published by the new branch.

Registrant Services will continue to issue press releases of national importance and will make a vigorous attempt to place draft information in major general interest print media, as well as to obtain national radio and television coverage of major Selective Service events, such as the lottery.

The priority problem that Registrant Services will tackle will be registrant apathy. With the cessation of inductions, the general notion afoot is that the draft is ended altogether. Young men and their families must be informed of the continuing legal obligations of the Military Selective Service Act.

With limited time and personnel at National Headquarters, each State Headquarters will be expected to become more active in this field. One of the ways a state can start is to assemble lists of daily, weekly, high school and college press outlets in their locale. Most are listed in the Editor and Publisher's

Yearbook, available at most libraries. Magazines and local trade journals are also listed geographically. Radio and television stations in each state are listed in a volume available at most libraries or advertising agencies entitled "Spot Radio Rates and Data", published by the Standard Rate and Data Services. State Chambers of Commerce can provide valuable information on church, civic, business, veterans and social groups active in each state.

Obviously, the targets for any such activity are groups directly involving young men, although groups associated indirectly with youths, their friends and their families can also be of assistance in getting the word out.

The nature of the message to be imparted by Registrant Services lends itself to formal scheduling. This approach will provide maximum and continuing impact by keeping the subject alive in the minds of various segments of the

Selective Service audience at scheduled intervals.

For example, early autumn is an ideal time to schedule high school visits. The spring and summer months are best suited for radio and television spot advertisements; also, these same months seem to show more convention activity of regional or statewide organizations. The fall and winter months usually see more civic, veterans, church and social activities. Early autumn and the beginning of a new year signal change in most people's minds, and a campaign reminding young men to notify their local draft boards of address changes would be suited for these periods.

National Headquarters is planning a training manual to assist state personnel in the registrant services field. It will discuss the fundamentals, such as press release writing, news conferences, photographs, public service advertising, and some basic news writing principles.

REGISTRARS AND ADVISORS TO REGISTRANTS

The success of a "standby" Selective Service in winning public support depends on the community's confidence in the local representatives.

In our standby operation, two additional groups of volunteer personnel now assume a rank of equivalent importance with the local board members — the Registrars and the Advisors to Registrants.

The concept of unpaid Registrars and Advisors to Registrants was not a haphazard reaction to the consolidation and collocation of many of our local boards. I can assure you that the importance of these functions has been recognized at National Headquarters. The compensated personnel must provide Registrars and Advisors to Registrants with the motivation and training necessary to their success.

It is paramount that the Registrars and Advisors to Registrants recognize how much they are needed.

The Advisor to Registrants is not a new function. During World War II, Selective Service appointed some 15,000 Advisors to Registrants, but they served on 5,000 advisory boards, not individually as they are doing today. As of this writing we have more than 9,000 advisors

already appointed throughout the country which is pleasant to know for two reasons: First, it assures registrants of getting advice which they are entitled to receive and, secondly, it demonstrates that we are fulfilling our promise to the Congress that we will provide Registrars and Advisors to Registrants in sufficient numbers to alleviate the potential problems which could result from local board collocations and consolidations.

I have directed that the highest priority be given to the training of our Registrars and Advisors to Registrants. Both groups are being supplied with manuals specifying their duties and responsibilities, and outlining for them how to reasonably handle the myriad of questions which arise when assisting a registrant. Following the appointments, the State Directors cannot forget these groups. They, too, must provide the attention and support necessary for the success of these programs. We will be particularly watchful in this area.

We also recognize the fact that young men must know of the existence of Registrars and Advisors to Registrants. Posters and other public service material soon will be released for use in every community, explaining the need for

young men to register, and informing them of their Registrar and Advisor to Registrants.

Advisors to Registrants generally become involved in a young man's case early in the processing cycle. This is very useful. It starts a young man off on the proper path.

In hundreds of communities across the nation, Selective Service is closing local boards to adhere to the rigid budget constraints placed upon the entire System. With these closings, the importance of the Registrars is readily apparent. Their presence not only is a continuing reminder to the young men that they must register, but it also provides them with a local point at which to register, making it unnecessary to travel to their local boards. The Registrars generally are the first, and in some cases the only, contact a young man has with Selective Service.

I have noted the major complaint made following World War II regarding advisory board members: "Nobody taught them their jobs and nobody informed the registrants of their existence." The presence of the local boards at that time cushioned these deficiencies. That situation does not exist today, so we must make certain that the training is adequate and the



publicity is sufficient in every community.

Today, more than ever before, the System relies on our Advisors to Registrants and Registrars. They are easing the burdens of our young men by providing the vital human judgment so necessary to them, allowing them the opportunity to fulfill their legal obligations with minimal disruption of their lives.

We welcome these volunteers to the System and express our sincere gratitude for their willingness to accept these important roles. With their volunteer workforce of more than 27,000 men and women, Selective Service continues a tradition which is unique in Federal agencies, linking community ties to requirements set forth by national law.

Byron V. Pepit

REGISTRATION BY MAIL RESULTS

The mail-in registration tests conducted in Michigan and Washington have shown impressive results so far.

In Michigan, posters with plastic card boxes were placed in rural areas from which local board offices had been moved because of collocation. During the six-week test period, over 1,300 young men filled out and mailed in cards to the new local board sites servicing their areas. This registration rate is above the level expected for the test period in Michigan. The cards were more legible and contained more complete information than the information normally provided by walk-in registrants at local board sites. This suggests that young men took the time to think through their replies thoroughly, and, perhaps, consulted parents, friends or other relatives before mailing the

cards to the local boards. Less than two percent of the cards received at the local board sites appeared to be fictitious or frivolous registrations.

In Michigan posters and card boxes were accepted where registrars could not be recruited. Vandalism affected less than one percent of the displays. More than ten percent of those who registered in Washington were from the 1954 year group; this late registration suggests that many failures to register are due to ignorance, and implies that most young men, when they discover that they have a continuing obligation to register and are afforded an opportunity to do so, comply with the law.

A great deal of free publicity was obtained during the test period in both states. The Plans and Analysis staff, which helped with the tests, is anxious for other states to initiate similar tests in various locations so experiments with other methods can be conducted.

SPREADING THE WORD ON REGISTRATION

Washington State Director Dick Marquardt discovered yet another way to get the word on Selective Service registration requirements into the homes of Washington residents. He personally wrote to all the state legislators explaining the details of the Military Selective Service Act and highlighting the continued requirement for young men to register. Additionally, he asked each legislator to include the information in their routine newsletters issued to their constituents.

The response was overwhelming and favorable. Letters of thanks from legislators and copies of their newsletters poured into his office in the days following his letter. Dick Marquardt also saw a secondary benefit for his own operation in that the letter strengthened his ties with local legislators so that many

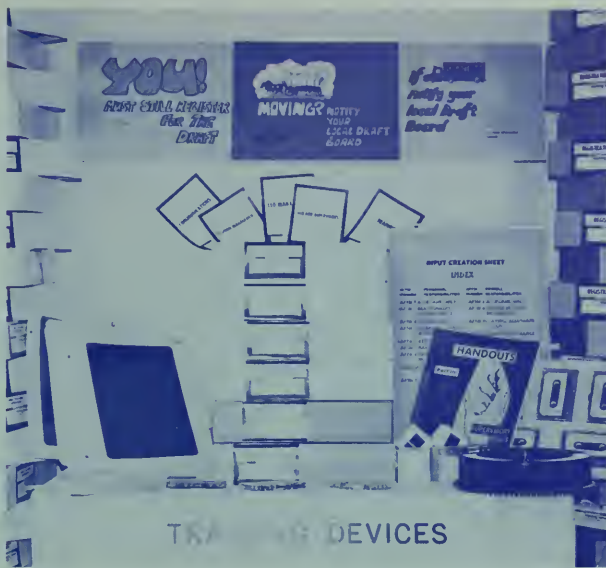
now feel free to call upon him for Selective Service matters affecting their constituents.

Use of funds for printing of this publication approved by the Director of the Bureau of the Budget August 7, 1968.

This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act of 1967, or any other acts of Congress.

Communications should be addressed to: Registrant Information Section, National Headquarters, Selective Service System, 1724 F Street, N.W., Washington, D.C. 20435. Price 20 cents (single copy). Subscription price: \$2.00 per year. 50 cents additional for foreign mailing.

TRAINING DEVICES: MANAGEMENT'S PHILOSOPHY



preparing the training modules. Here's what we did:

"Into each module we put: (1) a letter giving the instructor a little philosophy behind the module; (2) a checklist telling what's in the package, how many hours it should take, and other general information; (3) a slide show; (4) a tape cassette; (5) a script -- set up in such a way that the instructor can continue the program in case anything breaks down (the back of the script lists some special instructions for the conduct of the course); and (6) handouts which give trainees a chance to practice what's already been talked about. Sometimes practice takes the form of a problem to be figured out, but

not always -- we let the material serve the purpose.

"The modules are set up," Mr. Eichhorn adds, "so the training sessions cannot run too long a time without audience participation. We try to bring participation about through the use of the workshop process, where the trainee gets a chance to talk, exchange ideas, get out of a vacuum, become more than a receptor. We feel that challenging an instructor makes him work harder, and that real learning is caused by people raising questions in a group."

Regarding the audio-visual component of the training modules, Training Branch opts for the refreshing, rather than the

gimmicky. Says Mr. Eichhorn:

"We've tried to avoid doing anything just for effect -- like flower-in-the-garden pictures. We also try to avoid slides that are too busy or cluttered. You must keep attention, however, and if the situation calls for it, we like music and sound effects on audio.

"What we've tried to do most of all," Mr. Eichhorn emphasizes, "is to make the audio support the slide portion and vice-versa. One must strengthen the other."

Because the modular training can be accomplished on-the-job, the System estimates the program has netted a savings of approximately \$1,527,000 this year in fees and travel costs. This figure is especially significant when one considers an individual modular package only costs between \$20 and \$38.

In recognition of the fine job accomplished by National Headquarters Training staff, the Civil Service Commission held a "training showcase" in Washington, where over 70 representatives from the Federal government gathered to learn about developing similar programs for their agencies.

Mr. George Polansky discussed the training concepts behind the modular training program, the costs involved and the implementation of the project with the interagency representatives. The detailed question and answer session that Mr. Polansky led delved into all facets of training.

Since the "showcase" demonstration, Mr. Polansky has been contacted by numerous other Federal agencies complimenting him on the overall effort and seeking advice on setting up similar programs.

RENTAL COSTS

Administrative Services Manager at National Headquarters reports the space costs for the new fiscal year will be down about five dollars. At the end of 1972, the cost of space occupied by this branch was priced at about \$1.8 million dollars based on 1.8 million square foot under the Building Fund concept. It is expected to be cut to nine hundred dollars by the end of Fiscal Year 1974.

A substantial portion of this cost is due to our collocation with the Regional Federal Records Centers for storing many files now located at State Headquarters.

continued ability to maintain an effective records disposal and retention program. There are approximately forty thousand file cabinets in use throughout the System at a space allocation of seven square feet each. The average cost of \$6.50 per square foot of office space results in an annual space leasing cost of \$45.50 for each file cabinet. The cost of housing these cabinets adds up to \$1.8 million dollars, and it is anticipated that these costs can be significantly reduced by well planned records retention and disposal programs, as well as by using the Regional Federal Records Centers for storing many files now located at State Headquarters.

INTERVIEW WITH A PERSONNEL OFFICER

Now Mr. Smith, I've called you here,

To show the change in your career,
Occasioned by the recent RIF;
So please be seated, Mr. Smith.

Not only are you not a vet,
You haven't put in three years yet!
This ranks you very low, you see,
Regardless of your PhD.

You started out GS-15
But competition was so keen
That you were bumped and
bumped and then,
You came out down here as a "10".

That would have been OK, I guess,
Had it not been for Mr. Hess;
But he was bumped and, to survive,
He turned and bumped you to a
"5".

And there a steno outranked you,
And pushed you to a GS-2.
The whole thing might have ended
here,
Had it not been for Mr. Greer.

And I regret to tell you, son,
You ended up a GS-1.
So, though the story sounds
bizarre,
In civil service, you've gone far!

From the FEDERAL TIMES,
March 21, 1973

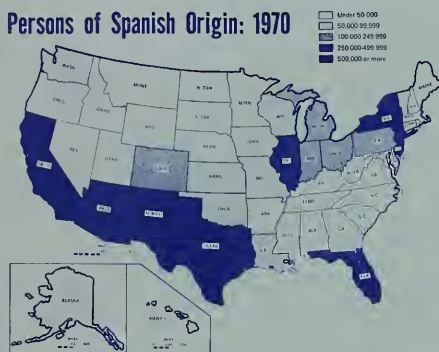
SPANISH AMERICANS ASSISTED IN REGISTRATION

A Spanish language version of instructions to young men registering with Selective Service has been distributed to 18 states with significant Spanish-speaking communities. The instructions explain how to fill out the Registration Card (SSS Form 1), a young man's first exposure to Selective Service processing. States such as California, Texas and New York have the highest number of Spanish-speaking citizens. The Commerce Department map shows the Spanish-speaking population spread. The Spanish heritage population in California is over 3

million, 16 percent of the total of 20 million. Over 2 million Texans are of Spanish origin, 18 percent of the state's 11 million citizens. Nearly one million Spanish-speaking citizens reside in New York, 5 percent of the population of 18 million. While less than a half million Spanish-speaking citizens live in New Mexico, they represent 40 percent of that state's population.

The Form 1 in Spanish is available to all states upon request. Recent samples were sent to each State Director advising him of its availability.

Persons of Spanish Origin: 1970



PUERTO RICAN GENEROSITY UNMATCHED

Selective Service records brim over with individual examples of volunteer efforts and dedication, but one case recently brought to the attention of National Headquarters ranks high in terms of selfless dedication and patriotism.

A woman employee in Puerto Rico donated the office space for the local board in Maricao for the past 24 years. Mrs. Remedios O. Arbona offered the Selective Service System the use of her property back in 1949 when the State Director was looking for a local site. The building, owned by her husband, Juan, was ideally located in the community for access by residents.

This arrangement continued from 1949 until May of this year when it was decided to collocate the Maricao local board to Mayaguez. During that entire time, the Arbona family absorbed not only the costs of the office space but also the telephone and utilities expenses. They asked for no compensation from the government. The

agreement was terminated in April of this year and Mrs. Arbona agreed to it with sincere regret.

Director Byron V. Pepitone, who often speaks of the unselfish dedication of many local board volunteers and employees, singled out Mr. and Mrs. Arbona for special recognition and has issued a Certificate of Appreciation to the family for their devotion and patriotism.

LOCATING AN ACTIVE DUTY G.I.

The Department of Defense maintains a locator service for the families of men on active duty. (Authorized military personnel and government agencies may also use this service.) They will provide a man's current military address provided the caller has the man's Social Security number and his birthdate. Each service can be contacted directly at the following telephone numbers:

ARMY	(202) 325-9240
NAVY	(202) 694-1271
AIR FORCE	(202) 695-4803
MARINES	(202) 694-1610

"RIB" HELPS SOLVE MANAGEMENT CONTROL PROBLEMS

The Registrant Information Bank, known throughout the System as "RIB", has proven to be a valuable management tool for all levels of supervision.

Essentially, the RIB is a collection of all registrant statistics local boards submit to the Computer Center at National Headquarters. (There is, however, no completed file on all registrants from all year groups; the Computer Center has completed files only on registrants born in 1953 and 1954, and is now working on the files of those born in 1955.) The information, which is taken from optical scan typewriter forms, is stored on magnetic tapes and filed in such a way that numerous reports can be produced rapidly.

One of the more valuable services the RIB provides is exemplified by an urgent request received in late April from the State Director in Puerto Rico: Nine of his local boards had been destroyed by fire. But on the same day his request was received, a complete reconstruction of each of the nine local boards -- 7,674 files -- was airmailed to Puerto Rico.

This was the second time National Headquarters had been asked to provide local board reconstruction assistance -- Ohio had also requested this service after flooding, and RIB was a great aid in getting the destroyed local board back into operation.

Prior to 1971, the System was unable to rebuild local board sites nearly as fast. In cases of damage or destruction, files were started anew, and many young men lost valuable data; but now, the RIB can reestablish their status in registrant processing.

Within the Operations Division at National Headquarters, a RIB branch was organized in July 1972 to work closely with the Computer Center producing reports and forms, and, as a result, there has been developed a series of 45 reports each with an accompanying RIB Guide, designed to assist all levels of management. Unlike the Registrants Processing Manual, the RIB Report Guides are advisory, not directory. Twenty of these reports go to local boards, while the rest are sent to state headquarters for use as a management tool.

The RIB Reports are being put to practical use by such diverse management areas as (1) the

Manpower staff - to determine man-hour requirements for entire System; (2) Administrative staff - to determine forms requirements; (3) the Directors - to spot poor work at the local board level; (4) the Management Evaluation staff - to identify problem areas throughout the System and establish a means of monitoring remedies.

Specifically, here is a breakdown of typical reports issued by the system: (1) Error Lists, (2) Exception Listings, (3) Progress Reports, (4) Agendas of Progress Delays, (5) Classification Analysis, (6) Statistical Reports, (7) Report of Availability, (8) Reconstruction Reports, and (9) Locator Reports.

CLASSIFICATION CHANGE

Two mainstays of Selective Service classifications -- occupational and agricultural deferments -- quietly slipped off books on July 1. The role of two classifications was new important as during World War II when all American manpower severely strained to maintain a balanced defense, agricultural and industrial workforce. Since that time, they have played a relatively minor, albeit essential, role in Selective Service operations as the lives of the men who applied for them. The granting of new Occupational and 2-C Agricultural deferments was abolished on 23, 1970 by Executive Order. New ones have been granted that time, and there is no longer any reason to keep them on an active list of classifications. Currently assigned to 2-A and will be reclassified 1-H by local boards. When, and if, they arise for the agricultural occupational deferments, they be reactivated.

A new occupational deferment for doctors went onto the active list of classifications on July 1. Known as "2-AM", this class is established for physicians who are providing patient care in an especially critical community service. The assignment to 2-AM does not remove a doctor from one year of vulnerability completion of his professional training and internship. However, it does place a doctor in a vulnerable position in the year subsequent to his one year of vulnerability. His colleagues performing an especially critical community service would be no more vulnerable than he.



Selective Service NEWS



Mr. Pepitone (left) and Deputy Director Dewhurst honor Mrs. Kay Barker for retirement.

Mr. V. Pepitone recently presented awards on 28 employees from Selective Service National Headquarters. In a ceremony held in his office, the Director singled out one employee, Mrs. Kay Barker, for the highest award the agency bestows - Selective Service System Distinguished Service Award - in recognition of Mrs. Barker's outstanding service of extraordinary merit to the nation and the Selective Service System.

Other awards presented included

the Exceptional Service Award to nine employees and the Meritorious Service Award to 18 departing employees. The Selective Service Club presented engraved silver brandy snifters to 20 of its members honored in the ceremony, which was capped off with refreshments.

June 30th was decision day for many Selective Service employees. In all, 523 people took advantage of the six percent bonus in their retirement income by retiring before the end of the fiscal year.

PEPITONE SUPPORTS LEGISLATION TO BENEFIT EMPLOYEES

Legislation which would bring local and appeal board employees under the Civil Service Commission General Schedule was strongly supported by Director Byron V. Pepitone during a recent hearing of the House Subcommittee on Manpower and Civil Service. This legislation was introduced by Congressman David N. Henderson (D-N.C.).

Mr. Pepitone told the Subcommittee that he believes the proposed legislation will "enhance the status and improve the opportunities of the Selective Service local board and appeal board employees by bringing them fully into the Federal family."

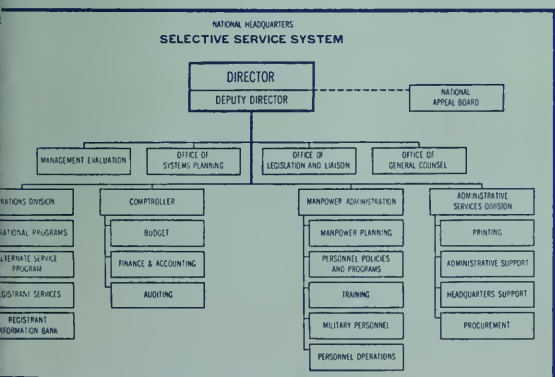
The Director told of the concern expressed by System employees that because of the difference in designation, they are often not considered to be in the same status as other Federal employees, even though both are in the competitive civil service. He also explained the

difficulty System personnel have in transferring to other Government agencies because of a general lack of understanding of the current status of Selective Service local board and appeal board positions by personnel managers in other Federal agencies.

"This matter is especially critical since we are undergoing a major RIF, and many of our employees are seeking positions with other Federal agencies," Mr. Pepitone stated.

In his summation, Mr. Pepitone stressed the injustice of the present system to "our dedicated and experienced workers" because they are being denied the same benefits that other Federal employees doing similar "white collar" work enjoy.

Spokesmen for the Civil Service Commission also appeared before the Subcommittee. They, too, urged passage of the bill by Congress.



The new organization of National Headquarters shown above went into effect on July 13. Three major elements were abolished with the implementation of this reorganization: the Office of Public Information, the Assistant Deputy Director for Administration, and the Assistant Deputy Director for Manpower. The four major divisions have been realigned internally to compensate for the 55% reduction in personnel and the redefinition of many functions at National Headquarters and the Service Centers.



Mr. John D. Dewhurst was sworn in as the Deputy Director of Selective Service on July 13. He had been serving the System as the Acting Deputy Director since April 9, 1973 and prior to that as Assistant Deputy Director, Administration since September 1970.

From The Director

A Salute To Retirees

It was a very great honor for me to recently welcome into my office twenty-eight National Headquarters employees who are retiring from the Selective Service System. To me, they symbolized the 523 employees of the System who have recently retired, and who represent thousands of years of truly dedicated service.

Most of the great activity of the System came during their tenure -- World War II, Korea, and Vietnam. They served this Nation well through times of remarkable challenge, their faith in the System and their country never wavering.

These people remind me of our Nation's strength, our confidence in ourselves and our country, notwithstanding the problems we face today. History shows they faced, and overcame, similar problems in the past.

During the ceremony in my office, we singled out one employee for the highest civilian award we can bestow, the Distinguished Service Award. Mrs. Kay Barker is an exceptional person, although in my thoughts she has come to symbolize the countless others in the Selective Service family who

have devoted their energies and skills to this organization and to our country.

Kay, like so many others, devoted much of her life to Selective Service, starting with her appointment as Chief Clerk of Local Board No. 6 in Washington, D.C., in 1940. Two years later she joined the District of Columbia Headquarters as an audit supervisor. In 1948 she was named Administrative Assistant and, in 1966, she was promoted to Administrative Officer on the National Headquarters Legislation and Liaison staff, a position she held until her retirement.

Kay was a mainstay in the System's relations with Congress. On an average day, she handled some fifty telephonic requests from various Congressional offices. Kay was known to Members of Congress for her gracious manner, her encyclopedic mind, and her ability to simplify and solve complicated issues. When her retirement was announced, I received many letters of praise for Kay from Congressmen and Senators. It was a pleasure for me to recognize Kay's career, which spanned more than thirty years, by submitting her name for

the Federal Woman's Award, a distinction she truly deserves.

Kay's outstanding service, however, represents more than a single career to me. It symbolizes the careers of hundreds of our Selective Service employees, including those who have recently retired. To the latter group, I say that I wish it had been possible for me to personally convey my thanks, and that of our country, to each and every one of you.

It will be very difficult to think of the Selective Service System without Kay Barker and the other 522 retirees whose names have been taken from the active rolls. Still, their accomplishments remain with us as a continued reminder of their valued service, and the days when their presence meant so much to so many citizens. I cannot help but think of the thousands of confused and oftentimes frightened young men -- and their parents -- who were guided by many of these retirees with a gentleness and understanding so important under the circumstances.

Yes, the System will sorely miss these friends. I know that General Hershey and Dr. Tarr join with me



in thanking each and every one of them, and in extending warmest wishes for the years ahead.

We who continue on in the System will not forget the important contributions made of these careers. They have had a cumulative effect of excellence on our System. Through their ability and dedication, these retirees given the System the strength to survive in times of controversy, the competence to excel in times of national emergency.

I salute these fine people, proud to have been associated with them.

Byron V. Pepitone

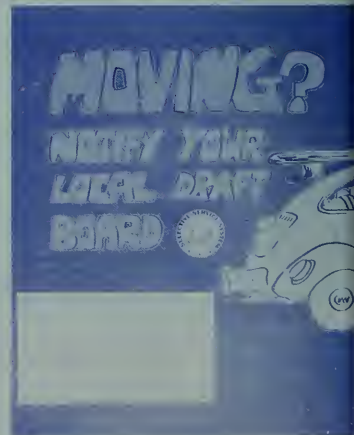
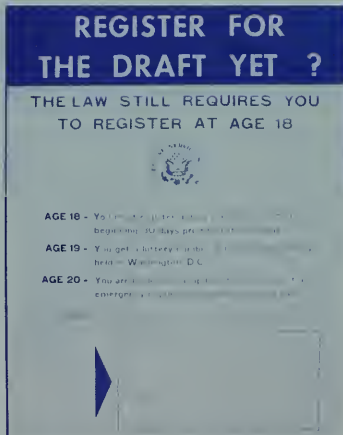
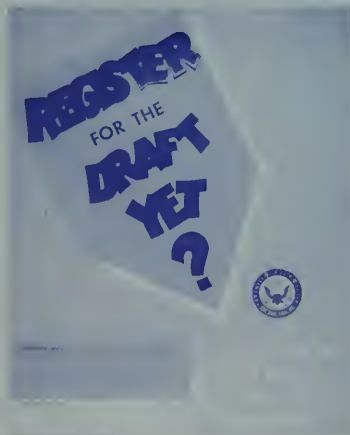
REGISTRATION: A NEW CHALLENGE

A national publicity campaign now is being launched to meet the new challenge of registration. Soon states will be receiving the first of three permanent posters which are pictured on this page. One has been designed simply to remind young

men to register. A second carries the registration message and also informs young men that they will get their lottery number in the year they turn 19, and that their prime year of eligibility occurs in the year they turn 20. The third poster

reminds all men who are still registered with the System to notify their local boards of changes in their permanent addresses. These posters are designed for use throughout each community. Schools contacted by National

Headquarters through national educational conventions have pressed a willingness to display posters and should be receptive to visits by State personnel. State banks, barber shops -- all should be contacted.



EQUAL EMPLOYMENT OPPORTUNITY AWARD WINNERS

Equal Employment Opportunity, essentially, translates into recognizing the worth of our fellow man and extending a helping hand. Director Byron V. Pepitone committed the entire System to full participation in the Equal Employment Opportunity Program in setting up a nationwide EEO Affirmative Action Plan. Despite reductions in force underway, the System's commitment to equal employment opportunity remains

solid. As a matter of fact, the Director stated recently that "requirements for substantial reductions-in-force, collocations, and other organizational realignments have strengthened, rather than lessened, the need for a strong adherence to the principles of equal employment opportunity." In a family of employees undergoing a reduction-in-force, it is especially important to guard against discrimi-

natory practices, arbitrary and capricious procedures, and careless application of the individual rights of employees. Mr. Pepitone has urged every State Director and Service Center Administrator to give personal attention to the timely completion and review of affirmative action plans. Supervisors at all levels of the System are encouraged to recognize and document all noteworthy efforts in the

field of employment opportunity.

Noted here are the six winners of the 1972 Equal Employment Opportunity Awards for the Selective Service System, chosen by a committee of State Directors. Three states were recognized for their overall efforts, and three individuals employed by Selective Service were chosen for their separate accomplishments in furthering the EEO program.

MICHIGAN FIRST PLACE WINNER Director's EEO Award

The State Directors' EEO Committee selected Michigan as First Place Winner in the 1972 State Awards Category. Michigan State Director, Arthur A. Holmes, has become one of our most aggressive State Directors in



promoting equal employment opportunity. Michigan proceeded with EEO training to its managers and supervisors early in the program and Michigan's Affirmative Action Plan was the first state plan

approved by the Civil Service Commission. The Regional CSC office has informed Mr. Holmes that his plan will be used as a model for that region.

Michigan concentrated on hiring members of minority groups in their Summer Aide and Stay-in-School Programs. The state has widely advertised all aspects of the EEO program, such as EEO policy, the EEO complaints procedure, roster of state counselors and other EEO officials, and the distribution of its approved Affirmative Action Plan. In these issuances, Mr. Holmes has placed strong emphasis on his dedication and determination to improve equal employment opportunity in Michigan.

COLORADO SECOND PLACE WINNER 1972 Director's EEO Award

The State of Colorado was selected by the State Directors' EEO Committee as Second Place Winner in the 1972 EEO State Awards category.

State Director Frederick W.

Obitz vigorously supported equal opportunity in the Colorado workforce. He also recruited many local board members from among



minority groups in the state. Additionally, Colorado supervisors have actively supported the Veterans Readjustment Act by hiring vets. Colorado has been very active with the Summer Aide and Stay-in-School programs by hiring the disadvantaged.

ALASKA THIRD PLACE WINNER 1972 Director's EEO Award

In recognition of Alaska's

demonstrated initiative in improving minority representation in its work force, the Committee selected that state as Third Place Winner in the State Awards Category.

Lt. Colonel Edward G. Pagano,



State Director, over the past three years, enthusiastically recruited minority group members for all local boards in Alaska. Moreover, he sought out minority group members for appeal board duty. Additionally, Colonel Pagano's compensated workforce reflects the high degree of support given the EEO program in Alaska.



SALLIE FERGUSON National Nonsupervisory Award

Miss Sallie Ferguson, an employee in Cleveland, Ohio, was named as the winner of the Director's 1972 EEO Award for Supervisory Personnel. Miss Ferguson was appointed the Equal Employment Opportunity Counselor for the Ohio Selective Service System on September 22, 1968. Since that time she has supervised 46 employees in Ohio and displayed unusual tact in dealing potentially serious or sensitive complaints. In all the cases she has handled, Miss Fergu-

son has recognized the complaints and has made arrangements for immediate corrective action. She is well-regarded by management and employees alike. Her ability to listen is her greatest asset, aided, of course, by decisive action when a true Equal Employment Opportunity problem exists.



MRS. ROSELAND P. SANDEROW National Supervisory EEO Award FIRST PLACE

Mrs. Roseland P. Sanderow, a Supervisor for the Los Angeles, California, Local Board Group, was selected as the First Place Winner of the Director's 1972 EEO Award for Supervisors.



MRS. JOE ANN DOBRICK National Supervisory EEO Award SECOND PLACE

Mrs. Joe Ann Dobrick, a Group Administrative Supervisor in San Antonio, Texas, with 14 years' service with Selective Service, was selected as the Second Place Winner

of the Director's 1972 EEO Award for Supervisors.

Mrs. Dobrick was personally responsible for achieving a proportional representation on the local boards in the San Antonio locale.

By working with Spanish-speaking groups and a local advisory committee consisting of the County Judge, the County Attorney, a representative of the American Legion, a representative of the Selective Service State Director, and the Chairmen of the local boards, Mrs. Dobrick obtained the names of qualified citizens for nomination as members of the local boards. Through her diligent efforts, the ethnic balance of the uncompensated personnel on the San Antonio local boards was significantly improved. Fourteen new local board members from the Spanish-speaking community were recruited.

Employees in Pennsylvania who had to be separated from the System by December 1973 benefited from the active job search begun in their behalf by State Director Bob Ford in February.

Ford sent a "good news - bad news" letter to all compensated employees explaining what the reduced budget means to Pennsylvania employees: 125 people must be separated from the System and 39 local board sites will be closed. At the same time, employees who will remain with the System were told that after collocation is completed, some of their positions will be up-graded.

Ford promised all employees who have to seek employment that no one would be left to shift for himself. He is keeping that promise by exploring every conceivable avenue which might lead to employment for System personnel.

Federal agencies, local board members, Pennsylvania Congressmen and Senators were all told of the valuable people who would soon be available for employment.

Within a week of receiving Ford's letter, the Navy Depot in Mechanicsburg, Pa., responded. Resumes of 15 System employees were sent to the Navy and all were offered jobs, sight unseen. The Social Security Administration also was hiring and 16 former System employees now work for that agency.

Ford has personally written letters of recommendation, prepared sample resumes, and talked with prospective employers. He has encouraged all employees to contact him whenever he can be of assistance in locating a new job for them. "Job hunting is never easy, and I am determined to help in any way I can," said Ford.

Idaho jumped ahead of potential problems with registrations in communities where local boards are being closed through a major statewide recruiting drive for volunteer registrars.

Major General George Bennett, State Director, reports that personal visits to the state's 125 high schools netted 115 volunteer registrars. The remaining ten schools will have someone available to act as a registrar when school opens in the autumn.

A total of 6,000 miles was covered in the recruiting drive. The approach used in each community is worthy of note. A representative first visited the local board sites and spoke with the executive secretaries, then got in touch with the Chairmen and board members to gain their advice. Next, he visited the schools and spoke with officials there.

In some communities where the school was located near the county office buildings, he arranged for registrations to take place in the

county offices. In three communities, the Postmaster agreed to serve as registrars.

A variety of people responded to the request to serve as a volunteer registrar. Among them were 45 school counselors, 32 principal superintendents, 20 secretaries, classroom teachers, and two F-1 instructors. With each person agreed to serve, the Selective Service representative reviewed filling out of the Registration and the signing of the Tally Sheet. He then instructed them in mailing of the forms and had them sign the Oath of Office and Waiver of Pay. He also left with each registrar a small supply of forms and posters for display in schools.

The response of school officials was generally favorable. S-1 stated they would establish a system to personally inform a turning 18 that he must register with Selective Service and follow up to see that he registers.

ANOTHER STEP TOWARD UNIFORMITY

A new system governing state operational issuances to local boards has been established by National Headquarters to increase uniformity within the System. Previously, State Directors have used their own formats for supplements to the Registrants Processing Manual such as State Temporary Instructions or State Supplements which were applicable to their states. Under the new system, all state issuances will be in one of two forms: State Temporary Instructions or State Supplements. Further, State Temporary Instructions will require the approval of National Headquarters prior to their distribution. Action by States of receipt of the proposed issuances. In an emergency situa-

tion, State Directors may obtain verbal approval from National. Details of the new procedures are contained in Chapter 601 of the RPM.

All current state issuances have been reviewed by State Directors and those which they desired to remain in effect were sent to National Headquarters for approval. Approved issuances will be re-written in accordance with Chapter 601, and all other issuances will be cancelled.

This new system will enable State and National to discover and eliminate varying interpretations of the manuals, and will eliminate duplication of effort in cases where states are proposing supplements already planned for inclusion in the manuals.

NATIONAL PROCUREMENT OFFICE ESTABLISHED

A National Procurement Office was established in the Administrative Services Division of National Headquarters on July 1 to assure that limited funds are spent where they are most needed. Moreover, quantity purchasing for all states' needs will result in substantial savings, and in more efficient inventory management.

State headquarters personnel will be freed from interpreting Federal Procurement Regulations for the State Director. The change will help assure uniformity in procurement actions.

Previously, State Directors issued the purchase orders for most non-expendable property after obtaining funding and purchase approval from National Headquarters. Now National will issue the purchase orders on approved requests. Other changes in the procurement process and detailed procedures were outlined in a recent Letter to All State Directors.



5500 Lambeth Road
Bethesda, Maryland 20014
13 June 1973

Dear Director Pepitone:

I shall remain your debtor for your graciousness in publishing that wonderful article in the Selective Service News.

I cannot express adequate thanks for the fact that more important news for the Selective Service System yielded precious space on the front page.

I am sure you know that recognition by this organization and its members outranks all other. My body will be elsewhere, but my heart will always be with the Selective Service System and its members.

Sincerely,

Lewis B. Hershey
Lewis B. Hershey
General, USA (ret.)

Colonel Byron V. Pepitone, USAF (ret.)
Director, Selective Service System
1724 F Street, N.W.
Washington, D. C. 20435

Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 1, 1968.
This monthly bulletin is a medium of information between National Headquarters and state directors of the Selective Service System as well as the general public. It contains nothing confidential and may be used for training or other purposes of the Selective Service System. It is not to be used for other than the purposes of the Selective Service System.
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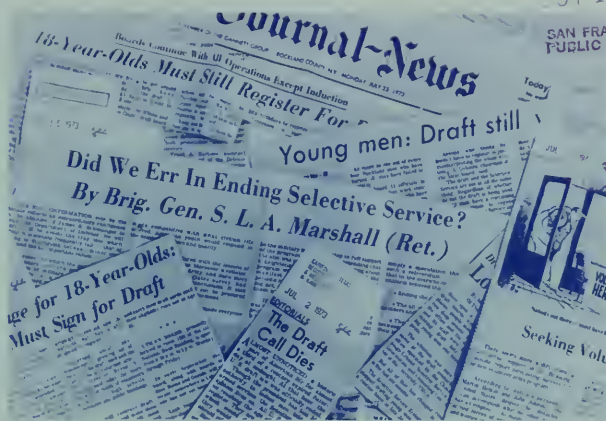
Selective Service NEWS

REGISTRATIONS INCREASE

mid-summer news release National Headquarters and multaneous state releases and contacts sparked registra- across the nation. Final are not yet in; however, the ons of various State Directors operations Managers surveyed National Headquarters indi- a measurable increase in ation following the news es.

Connecticut, for example, the Director remarked, "It was he old days. The board in ord was very busy. Not only ung men come in to register any parents were with them. wanted to find out what the required of their sons. Prior to news release, local boards ed 65 registrations a day; wing the release, the average d to 109 per day."

Arizona, an official remarked many parents called their en back from summer vaca- to make sure they registered he required 60-day period. Ohio, officials indicated that arly all local boards, registra- umped an average of 50 a day e first 10 days following the



SOLID NEWS COVERAGE APPEARED ACROSS THE NATION AS THE CROSS-SECTIONAL SPREAD ABOVE DEMONSTRATES

release.

In Oregon, the State Director said, "We hit the jackpot after the release. The state's major newspaper gave the story prominent display and registrations were heavy after the release."

The lesson to be drawn from this surely is that the bulk of the nation's young men simply are unaware of the legal requirement for registration with Selective Service. Additional press releases

are planned on a routine basis underscoring this point.

Seasoned newsmen called National Headquarters to register their surprise that Selective Service was still in business. Many wanted detailed facts on the operation of the law and the System during the standby draft period.

A spot survey revealed that most newspapers gave the story prominent display. Most afforded it front page coverage. The editorial pages

THE EXPIRATION OF THE INDUCTION AUTHORITY ALSO RECEIVED EDITORIAL PLAY IN CARTOON FORM AS EXEMPLIFIED BY THE ABOVE FROM THE NAVY TIMES



in many newspapers played the story in cartoon and written form. U.S. News and World Report picked up the story for its subscribers, as did numerous weekly local newspapers.

The news releases prompted many State Directors to contact local television and radio stations where they taped interviews with the State Directors for insertion in news and other public service programming.

TWO STATE DIRECTORS LEAVE SYSTEM

LEE G. LIGGETT, FORMER STATE DIRECTOR OF NEBRASKA

The System recently lost two of its most experienced State Directors: Mr. Lee G. Liggett of Nebraska, and Mr. Richard V. Peay of Utah.

Mr. Liggett's government career began in 1937 in the U.S. Army. During World War II he served in the European Theatre. He was recalled to active duty in 1948 and assigned to the Nebraska State Headquarters as the Personnel and

Procurement Officer. He served in this capacity until June 1967 when he was promoted to Deputy Director for Administration. In June 1968 he became Deputy State Director, and in June 1969 was appointed State Director under the governorship of Robert T. Tie- mann. Mr. Liggett retired from the Army in November 1970 with the rank of Colonel.

Now, after more than 36 years of

RICHARD V. PEAY, FORMER STATE DIRECTOR OF UTAH

Mr. Richard V. Peay began his 30-year government career in the U.S. Army in 1943. During World War II he served as an artillery officer in the Asiatic-Pacific Theatre. He left active duty in 1946 to study law at the University of Utah and received his J.D. degree in 1949. He was recalled to active duty in 1950 during the Korean

War and was assigned to Utah State Headquarters as Deputy Director and Manpower Officer. He served in this capacity until his appointment as State Director in 1969, under the governorship of Calvin L. Rampton. In 1971 Mr. Peay retired from the Army with the rank of Colonel. He has resigned from government service to head up the Administra-

tion Office of the Utah State Courts. At press time a new State Director has not been appointed.

In separate ceremonies, Director Byron V. Pepitone personally presented Exceptional Service Awards to Mr. Peay and Mr. Liggett honoring them for their outstanding service to the Selective Service System and the Nation.



From the Director

BUDGET ASSURES STANDBY SYSTEM

The Congress, after much consideration, is expected to vote sufficient funds for fiscal year 1974 to enable us to maintain an active standby Selective Service System. While considerably less than the amount requested, our budget will permit us to register and classify the nation's young men, and maintain a readily available manpower pool should a national emergency arise. I believe it was a wise decision.

My pleas to the Congress for sufficient funds to operate an effective standby System were based on the judgment that there would be a requirement for manpower on a most timely basis should we have to mobilize. To believe that there will never again be a requirement for us to mobilize the manpower of this nation is to act like the proverbial ostrich and stick our heads in the sand.

For the first time since 1948, except for a three-month period in 1971 while Congress debated the passage of Public Law 92-129, the President lacks the authority to induct young men into the military service. Not since 1948 has this nation endeavored to meet its military manpower needs solely through volunteers.

The popular acceptance of the

program to end the draft is understandable. Vietnam was an unpopular war, and the millstone of being drafted and having to serve there hung heavy on the young men. Still, as President Nixon has said, regardless of our totally new relationship with the Soviet Union and the People's Republic of China, this does not mean that such a relationship assures that we will have peace without maintaining a strong national defense.

The new era we are embarked upon -- an all volunteer force -- foresees maintaining an active military establishment and some 2.2 million men, backed up by a Reserve and National Guard force of one million men.

Although generally overlooked by the public, the all-volunteer force and its reserves are further supported by a Selective Service System which is founded in law. The Military Selective Service Act provides for the backup Selective Service System in these terms:

"If at any time calls under this section for the induction of persons for training and service in the Armed Forces are discontinued because the Armed Forces are placed on an all volunteer basis for meeting their active duty manpower needs, the Selective Service

System ... shall, nevertheless, be maintained as an active standby organization..."

So, in essence, both the President and the Congress have recognized the need for a standby Selective Service System. Although the fiscal year 1974 funds appropriated to us were less than requested, I believe, with some additional belt-tightening, we can maintain an effective standby System.

We should not overlook those citizens, both in the Congress and in private life, who supported our position and helped make it possible for us to continue our efforts to retain a viable standby operation. They did so against formidable opposition, people who would repeal the Selective Service Law, or at least provide such a small budget that the System as we know it today would be virtually demolished.

Had these opponents been successful, we would have been forced to abandon the local board concept; thousands of volunteer workers would have been lost from our rolls, and many more compensated positions would have been eliminated. It would have been impossible to maintain a readily available manpower pool to



augment the active and reserve armed forces in time of peril.

Now it is time to get on with the job. We shall find our task magnified by the ever-increasing demands for economy and, currently, the ever-present need to insure that all young men are made aware of their obligation under law to register. With this report I must add emphasis to publication of our requirements do more with less -- spread resources and people further -- to guarantee that we settle nothing less than maximum efficiency in our daily efforts.

I know I can count upon your support.

Byron V. Pepl

POSTHUMOUS AWARD FOR CALIFORNIA DOCTOR



MR. JOEL R. KINCAID, JR., DEPUTY STATE DIRECTOR OF CALIFORNIA, PRESENTS POSTHUMOUS AWARDS TO MRS. EVELYN GOERKE, WIDOW OF DR. LENOR S. GOERKE.

Dr. Lenor S. Goerke was posthumously awarded the Selective Service Meritorious Service Award, the Exceptional Service Award, and two Presidential Certificates of Appreciation by the

Deputy State Director of Selective Service for Southern California. They were presented to his wife, Mrs. Evelyn Goerke.

Dr. Goerke served in the Selective Service Military Reserve unit and as Chairman of the California Medical Advisory Committee for 25 years. Dr. Goerke was commissioned a Second Lieutenant in 1933. He first became associated with Selective Service in 1940 when he was assigned to the headquarters in Los Angeles. During the war, he served with General Patton in Europe and was the first medical officer to enter Buchenwald Concentration Camp when it was taken by the Third Army. After the war, Dr. Goerke worked with the City Health Department in Los Angeles, until he became a Clinical Associate Professor at UCLA, and, finally Dean of the UCLA School of Public Health.

GOODWILL FOR CONSCIENTIOUS OBJECTORS

Goodwill Industries of America is known throughout the United States for its employment of handicapped citizens. But few people know of the valuable service they are providing to our country by their employment of conscientious objectors.

Because Goodwill designs jobs to fit the skills of its employees, CO's

have been able to perform worthwhile jobs during their years of alternate service. They have been employed in such diverse occupations as truck drivers, price consultants, material sorters, accountants, and furniture repairmen in the 152 Goodwill Industries, nationwide.

LOCAL BOARD, WHERE ARE YOU?

Recently, a registrant was on the receiving end of the familiar post office message, "Returned, addressee unknown." Not too unusual perhaps, except in this instance the "unknown addressee" was his local board.

Now, when hundreds of local boards are moving, this situation could be repeated many times over unless Selective Service personnel

remember and follow the reverse of our own requirement -- notify your local board of any change in your permanent address.

Placing articles in local newspapers is a good way of informing the public that a board now has a new address, but don't forget to notify the post office so that mail will be rerouted also.

Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1968.

This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act, or any other acts of Congress.

Communications should be addressed to: Registrant Information Section, National Headquarters, Selective Service System, 1724 F Street, N.W., Washington, D.C. 20435. Price 20 cents (single copy). Subscription price: \$2.00 per year; 50 cents additional for foreign mailing.

ARKANSAS STATE DIRECTOR WILLARD A. HAWKINS DIES

System lost one of its finest State directors on Saturday, August 18, when Willard (Lefty) Hawkins of Arkansas died of leukemia.

Colonel Hawkins began his 32-year Air Force career in 1940. During World War II he served in the Middle East, India, and the western Pacific. He left active duty in 1946 and began his career in public relations, working in the private and public sectors. In 1966 he was named Director of Research for Winthrop Rockefeller's successful campaign for Governor of Arkansas, and after his election, Governor Rockefeller nominated Colonel Hawkins for the position of State Director of Selective Service. During his lifetime Colonel Hawkins was named on many occasions for his exceptional service to his country. He was awarded the Distinguished Service Medal with Oak Leaf Cluster; the Air Force Commendation Medal with Oak Leaf Cluster; the National Medal of Merit from the Air Force Association; the Distinguished Service Medal, State of Arkansas; and the



WILLARD A. HAWKINS

Freedoms Foundation's George Washington Honor Medal.

He was a past president of the Arkansas Department, Reserve Officers Association, and past president of the local David D. Terry Chapter of the Air Force Association as well as one of its founders.

According to Arkansas Selective Service officials, Colonel Hawkins considered that his finest achievement as State Director was creating racial balance in the Arkansas local boards. When he became State Director in January 1967, there were no black board members in the entire state. At the time of his death, 90-95 percent of the black population of

Arkansas was represented by integrated local boards. This change in the board representation was accomplished with no disruption within the communities.

Colonel Hawkins was held in high esteem in Arkansas which was illustrated by an editorial in the August 21 edition of the *Arkansas Democrat*. The editorial stated, "Lefty Hawkins was a man of foresight and courage. As State Director of the Selective Service System in Arkansas for six years, he used these virtues to restructure the draft system in Arkansas in such a manner that it became the envy of many other states..." The editorial continued "Many ... who never met him ... have cause to regret his death. They are the ones who found that when the draft system touched their lives that it did so in a manner both just and honorable, and for that they were thankful. Few men could ask for or deserve a finer memorial than that."

Colonel Hawkins is survived by his wife, Ellen, and three children.

NEW POLICIES ON VIOLATORS --- RPM CHAPTER 642 ISSUED

significant procedural and policy changes, including new actions to be taken by the local boards in dealing with violations of the law, are incorporated in the revised version of Chapter 642 of the Registrants' Examining Manual (RPM) which was issued recently from National Headquarters.

Item personnel also will note a new section (642.9) titled, "Failure to Register and Late Registration", which defines what a local board must determine in cases of late registrations, and what steps to take when a person refuses to register.

Other major revisions to Chapter 642 include guidance on (1) the determination which must be made in cases of alleged violators by the Regional Councils and the local boards, (2) what is required when registrants are missing from file folders, (3) the right of a registrant to remain silent as to why he did not register on time, and (4) what to do with a person who hinders a local board in its performance of official duties.

In all cases, except for those involving interference with local board administration, local boards now send an alleged violator's folder direct to the Selective Service Regional Council, along with a copy of SSS Form 301 (Report of Violation) addressed to the appropriate U.S. Attorney. The State Director will be informed of the action by an information copy of SSS Form 301.

This policy contrasts with previous procedures which gave an alleged violator's folder to the State Director to have the folder routed through him

before being submitted to the Regional Council. The reason for this change is to ensure uniform legal review of each alleged violator's case by Selective Service attorneys.

In the case of late registrations, local boards will determine if such actions were deliberate or occurred because of uncontrollable circumstances. When local boards determine that late registrations were, in their opinion, with deliberate intent, the registrants' file folders will be forwarded to the Regional Councils as in the case of other alleged violators.

If a registrant is reported as an alleged violator, he will be informed of the case against him under the new guidelines. Regional Councils and State Directors will notify a local board when a man's case is terminated so the board may

contact the registrant.

Another addition to Chapter 642 explains that a registrant can remain silent regarding his reasons for not registering on time. A man may be asked why he was late in complying with the law, but, under no circumstances can he be required to make a statement if he objects.

To avoid procedural difficulties in the handling of Selective Service cases, local boards now are obliged to notify Selective Service Regional Councils if a document is missing from a man's file or is improperly marked or stamped. They must do this at the time they forward the file to the Regional Council so that he can consult with the U.S. Attorney to determine whether prosecutive action should be dismissed in light of the deficiency.

LAST DRAFTEE — A GOOD SOLDIER

Dwight Elliot Stone, 24, Sacramento, Calif., became the last draftee when he took the traditional step forward at approximately 2:00 p.m., June 30, 1973, in the Armed Forces Examining and Entrance Station, Oakland, Calif.

Since his induction and subsequent assignment to Company E, 2nd Battalion, 2d Basic Combat Training Brigade, Fort Polk, Louisiana, Private Stone has discovered that Army life isn't as bad as he had imagined.

He has found that he likes his leadership responsibility as assistant platoon guide for E Company's 4th Platoon. In this position, he supervises four squad leaders. "I could just sit back and watch somebody else do it," he said, "but there is a challenge."

His company commander, Captain Robert H. Cooper, thinks that Stone is developing into a good soldier. "He's very alert and mature. He seeks responsibility, he's not afraid of it. As the last of the involuntaries, so far he has done very well."

The Military Selective Service Act provides penalties for persons who hinder or interfere with the administration of the law. The new chapter provides local boards and state headquarters with guidelines for dealing with such incidents. If a local board has reason to believe that someone has hindered the administration of the law, they are to notify the State Director by phone or letter. The State Director, after consultation with the Regional Council, will then investigate the incident. After his investigation, he will submit a report and his recommendations to the Selective Service Regional Council for review and disposition.

An attachment to the RPM chapter shows the new areas of jurisdiction under the reorganized Regional Council structure. With the recent elimination of three regional offices, some confusion existed at the local board level as to which Regional Council now has jurisdiction.

Also attached are three sample letters to be used for the following purposes: (1) by Regional Councils to notify an individual that his case has been referred to the U.S. Attorney for prosecutive consideration, and why this action is being taken; (2) to inform an individual he no longer is considered a violator (The letter also informs a registrant that he will receive processing similar to all other Selective Service registrants.); and (3) to advise an individual who registered late that he is entitled to explain his reasons for not registering on time, but is not required to do so.

OREGON HITS THE AIR WAVES

Oregon State Headquarters has initiated an active radio and TV information program to broadcast the registration message to 18-year-olds.

Major Jack Saling, a Selective Service reserve officer, worked with TV station KGW in Portland to develop radio and TV spot announcements to carry the registration message to all corners of the state.

As a public service, KGW

undertook the entire production of the 30-second radio and TV "spots". They arranged for one of their clients to write the scripts, under the direction of Major Saling. Station personnel then served as actors for both of the productions.

Production time was approximately 10 days. When the tapes were completed, Major Saling used his two-week active duty tour to visit the station managers of Oregon's 90 radio and 10 TV stations—traveling approximately 3,000 miles in the process. More than 50% of the managers did not know of the continuing require-

ment to register, and all of managers agreed to run the "spots" twice daily for 30 days and once daily for the next 120 days.

The "spots" were first between July 12 and 23, and boards reported an upswing in registration after the initial broadcasts. The State Headquarters is conducting a survey to determine just how effective the "spots" have been.

Because of the outstanding public service rendered by station KGW, the entire program cost the System only \$375 -- the cost of blank tapes.



Glenn R. Bowles, Operations Division Manager, was recently inducted into the Infantry Officers Hall of Fame at Fort Benning, Georgia.

GLENN BOWLES HONORED BY ARMY

The U.S. Army recently honored Glenn R. Bowles, Operations Division Manager at National Headquarters, by selecting him for induction into the Infantry Officers Candidate School Hall of Fame. Mr. Bowles, a retired Army Colonel, was welcomed into the select group of OCS graduates during a ceremony at Fort Benning, Georgia.

Infantry OCS has graduated over 108,000 second lieutenants since it was formed in 1941. Only 662 of these graduates have been inducted into the Hall of Fame. Mr. Bowles joins company with other Hall of Famers such as Governor Sargent of Massachusetts, the late Governor Rockefeller of Arkansas, and the Honorable Robert F. Froehle, former Secretary of the Army.

Mr. Bowles volunteered for the draft in 1941 and entered the Army as a private. He was commissioned a Second Lieutenant in June 1942. He saw action in the campaigns in North Africa and Europe as an Infantry Officer. Among his 13 decorations are the Legion of Merit with Cluster, the Bronze Star, the Purple Heart, the Combat Infantryman's Badge, and the Italian Cross of Valor.

After the war, Mr. Bowles remained active in the Reserves and National Guard, serving with the 34th Infantry Division until he was recalled to active duty in 1953 as a Logistics Officer. In 1955 he was appointed State Director of Selective Service in Iowa, where he served until 1971 when he was appointed Operations Division Manager at National Headquarters.

Four other Selective Service officials have also been selected for this honor: Mr. Carlos C. Ogden, Mr. Addison A. Millard, Mr. George M. Stewart, and Mr. John W. Brokaw.

DIRECTOR CITES TREASURY OFFICIAL

Director Byron V. Pepitone recently awarded a Treasury Department official, Miss Alice M. O'Hanian, the Selective Service System's *Meritorious Service Award*.

Miss O'Hanian was the primary point of contact between Selective Service payroll administrators and the Treasury Department. She provided exceptional assistance to Selective Service officials during a period of transition from a manual system administered by the individual states to the Regional Service center administered system which used the Treasury Department's computer. She then participated in the final transition to our present payroll system in which all payroll functions (with the exception of actually issuing paychecks and bonds) are accomplished at the Selective Service System Computer Service Center. Treasury still issues and mails both bonds and paychecks.

The work involved redesigning a compatible, computerized payroll system by abstracting detailed information from the former pay records of System employees. Her citation read: "As Chief, Management Services Branch of the

Division of Disbursement, Miss O'Hanian's professional guidance was indispensable to the Selective

Service System. Miss O'Hanian was not told the award until the moment she walked into Director Pepitone's



DIRECTOR PEPITONE PRESENTS AWARD TO MISS ALICE O' HANIAN OF THE TREASURY DEPARTMENT.

Service System throughout the many months during which the agency operated under the Fiscal Service Payroll System."

office, at which point she told herself "speechless" - a state, remarked, she rarely finds herself in.

NEW WOMEN'S PROGRAM COORDINATOR NAMED

Miss Patricia Ciuffreda has been appointed the Federal Women's Program Coordinator for Selective Service, effective August 1, 1973.

As the FWP Coordinator, Miss Ciuffreda will be responsible for advising the Equal Employment Opportunity Director on all matters affecting the employment and advancement of women in Selective Service, and will be the central contact for all FWP coordinators throughout the System. She also will be charged with developing and

advancing a national Federal Women's Program for the System, and with coordinating agency policy and activities related to equal employment opportunities for women.

After establishing the national program, Miss Ciuffreda will monitor the plan to ensure that its objectives are being met. She will be available to advise management and to recommend changes in policies which encourage discrimination.

These responsibilities are in addition to her role as a training specialist. She most recently participated in the design and writing of the Supervisory Training Program, the most comprehensive training program yet undertaken at National Headquarters.

Miss Ciuffreda has worked for the Government since 1968. She joined the System in June 1971 shortly before completing her Master's degree in Political Science at the University of Maryland.



Selective Service NEWS

State Directors Complete Collocation

State Directors are to be congratulated for completing the monumental task of collocating local board sites throughout the United States," said Director Byron V. Pepitone. "They have succeeded in moving the total number of board sites from the January figure of 1,450 to the mid-September figure of 1,150—three months ahead of the original completion deadline."

State Directors participated in formulating the reorganization plan in February. At that time, decisions were made to complete the collocation by December 31. Because of the reduced budget, the completion date was moved up to September.

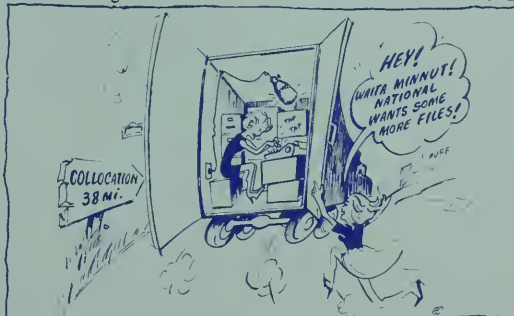
Only through their long hours and dedicated effort have we been able to reduce to a size that can be absorbed by our budget reductions," the Director emphasized.

Because of the limited operating budget, the System would have had to rely on 75-80% of the local board sites on a part-time basis. As a result of collocation, less than 25% of the boards are part-time. In addition to having the majority of

boards operate on a full-time basis, additional Advisors to Registrars and thousands of volunteer Registrars have been recruited and appointed to provide greater assistance to the registrants.

the hardships imposed by additional travel will be lessened somewhat by the reduction of the number of board meetings required during a year.

The Directors then had to inform



The most immediate problem confronting the State Directors was to select site locations which could serve registrants most effectively. Once this was accomplished, they discussed the proposed locations with the local board members affected. The members expressed a natural concern about the relocation of their meeting sites, but

registrants as to the location of the new offices. Many Directors chose the press as the most effective means of reaching such a widespread audience, and articles appeared in newspapers throughout the country as the various relocations were completed. Also, posters, with the dual purpose of reminding young men to register

and advertising the new local board addresses were placed in many locations.

To assist registrants in areas no longer served by board offices, State Directors initiated an aggressive campaign to recruit volunteer registrars. High schools were a prime source and thousands of counselors and other staff members have volunteered to act as registrars.

Along with the reduction of local board sites, the Directors were faced with the difficult problem of having to reduce personnel in their states. Although many System employees were able to take advantage of the 6.1 percent retirement bonus by leaving before July 1, others had to find new jobs elsewhere. State Directors put forth every effort to help these employees. They contacted other Federal agencies, wrote resumes, recommendations, and letters of introduction, and sought the help of local board members and their State Congressional representatives. As a result of their efforts, many persons were able to locate new positions.

American Legion Supports Standby Selective Service System

The need for a standby Selective Service System in support of the Volunteer Force was stressed by Director Byron V. Pepitone in an address before the American Legion's National Security Commission during the Legion's recent national convention in Honolulu.

Legion delegates subsequently adopted a resolution supporting a standby Selective Service System to provide ample Congressional funding, seeking endorsement of the American Legion in maintaining the system on a standby basis as a part of our national defense, Pepitone emphasized:

The Gates Commission made it clear that the all-volunteer force provided for a peacetime military force only. The Commission further believed, and so recommended, that this nation should maintain a standby Selective Service System which, in the event of a national emergency, would be capable of rapidly mobilizing the manpower of the nation.

"It is important to remember that when the President approved this report and the peacetime all-volunteer concept, he approved the report in its entirety, including the need for a standby Selective Service System."

Mr. Pepitone cautioned that any further reduction in appropriations from the \$47.5 million for Fiscal Year 1974 would virtually demolish

the System as it is known today. "Specifically, the local board concept would have to be abandoned with the loss of thousands of volunteer members, thereby eliminating the very core of the System which is so vital to timely response," he told the Legionnaires.

The Director also said that any further budget cut for this fiscal year would mean the abandonment of the manpower pool concept. "I consider this to be an ill-advised course of action and one which, in my view, would be dangerous in consideration of national security requirements," he added.

GUARD/RESERVE TOURS RESUME

Selective Service again can benefit to a greater degree from the skills of National Guard and Reserve officers. Effective October 1, the temporary postponement of annual two-week active duty tours, imposed on July 3, was lifted.

The tours had been postponed while Congress debated our FY '74 appropriations.

System Promotes 1,450

Systemwide, approximately 1,450 promotions have been made since May 1, 1973—99% at the local board level. Most of the promotions have been at the SG 4 through SG 7 level.

"The high number of promotions indicates a positive, aggressive attitude on the part of State Directors in completing their collocations and consolidations," said Mr. Ray Wisniewski, Manpower Administrator, "since promotions were contingent upon the completion of the reorganization." In anticipation of the reduced

budget for FY '74, the System suspended new hires, except in locations where all positions were vacant, and suspended reinstatements, transfers, and reassignments to vacancies at both state headquarters and area offices. By taking these actions, management hopes to eliminate or at least greatly reduce the necessity for any additional RIFs.

However, reducing the staff has had the positive effect of increasing the responsibilities of the remaining employees, thus justifying the large number of promotions.

Local Board Employees... "A Little Something Extra"

Prior to collocation, a local board was situated in a small town of a western state. This town is in an isolated area, surrounded by rugged mountains. There is no bus service to the town. Passengers are normally discharged at a cross-roads 25 miles away. During the severe winters, with deep snow and temperatures frequently dropping far below zero, Selective Service registrants returning from AFES would leave the bus at the crossroads to find a warm car waiting to transport them to the town.

It would be the local board clerk in her personal car, doing a little something extra than what was called for in her job description.

Many such human interest stories concerning our executive secretaries and local board clerks - most of whom are women - are well known by many of us in the System, although they seldom make the official records. It is my intention here to recognize these employees as a group. They play a major part in assuring that the System works effectively.

It is always with a sense of pride that I relate to others the stories of

selfless dedication I know involving our executive secretaries and local board clerks. I am sure this also holds true for the State Directors.

If anyone creates a favorable impression for the System, it is these women, and the few men we have in these jobs. Normally, if you ask a registrant who symbolizes the System to him, he will most often answer, "My executive secretary" or "My local board clerk." She, or he, whichever the case may be, more than any other person, projects the initial impression of the System and the one which will remain with the young man for many years.

There is the executive secretary who spent three nights in a sleeping bag in her local board office rather than be snowbound in her country home and not be able to open her board.

Another executive secretary comes to mind who worked hard to find jobs for returning servicemen who had been inducted from her board. And, I might add, she was most successful. When flood waters generated by Hurricane Agnes were approaching an eastern town, one of our ladies saved her board

records by carrying them to higher ground. How many of our women pieced a local board back together again after the destruction caused by anti-draft groups in the late 1960s and early 1970s? There were many, I know.

Our recent collocations were not without their problems for the local board staffs. Trying to carry on "business as usual" in the middle of such great change was not an easy task. One executive secretary did not even let the actual move stop her work. She had to locate some files which had already been loaded on a van, so she hopped on and searched for them while the truck was actually transporting her board to another town.

I am extremely proud of our local board executive secretaries and clerks, and they deserve our highest commendation for their ingenuity, loyalty, and dedication. They represent the bonds of neighborhood and community which have always been fundamental to the System. With the reduced budget and the System reverting to standby status, many of these fine people have left our active rolls. Their departures were



noted with sadness, for those at National Headquarters are aware of their important contributions.

To those of you who remain in the System, I know you continue to serve in the spirit has been so vividly demonstrated the past. It goes without saying the Nation has been, and continue to be, much the better for your service - service which in many cases has been at personal sacrifice.

Byron V. Pennington

SYSTEM TO AUTOMATE PROPERTY MANAGEMENT

The System's computer soon will be assisting State Directors in maintaining an inventory of all accountable equipment (items which cost \$100 or more), and all desks and file cabinets, in their State Headquarters and local boards.

PAMS - to be known more formally as the Property Accounting and Management System - is a new, fully automated system which will centralize the inventory, accounting for and management of property for the entire System.

It is another action directed toward easing the administrative burden for all System elements, particularly State Headquarters, inasmuch as it will replace the present manual property reporting system. The new system will enable management to keep better control of property on hand and to plan for additional purchases by automated processing. PAMS also will provide data necessary for reporting to GSA on property management and utilization in the agency through quarterly and annual reports.

Captain Joseph Black, the accountable officer for the nationwide system, says that PAMS has been in the planning stages since March. Selective Service personnel

Take Notice

SIR,

TAKE NOTICE, That you are hereby commanded, personally or by sufficient Substitute, to appear at the widow Kruck's in Oley Township, properly armed and equipped for service, on the 18th of June next, at 10 o'clock in the forenoon, to march when required.

GIVEN under my hand the 30th day of May,

Anno Domini 1812,

To Mr. Daniel Kehler

Jack Hunt

WAR OF 1812-When the volunteer army Congress had authorized could not be recruited during the War of 1812, the military reluctantly turned to the state militias. The above notice was issued to Daniel Kehler of Oley Township, Berks County, Pennsylvania. Mr. Kehler is the great great great Grandfather of Bruce Merkle, Administrative Assistant for Congressman William Bray (R-Ind).

researched the property management systems of the General Services Administration and the Customs Bureau and used portions of each program in planning one for the System. GSA was chosen because it regulates property management for the entire Federal government; Customs Bureau because its organizational structure closely resembles our own.

A pilot program is now in

progress using the Computer Service Center, National Headquarters, and the National Appeal Board as a data base. Preliminary results of the pilot run indicated the feasibility of the system and prompted a management decision to pursue the program on a nationwide basis. A complete informational and instructional announcement will be made in the near future.

VETERAN JOB RIGHTS BILL INTRODUCED

A legislative proposal governing reemployment of veterans recently was introduced in both House and Senate by Senator JENN Randolph (D-W. Va.) and Representative G. William WHITEHEAD (R-Va.). The proposal (S. 16) would make the veterans' reemployment rights provision of Section 9 of the Military Selective Service Act mandatory upon states and their political subdivisions as it now is upon private industry. Now, the Act merely has a "sense of the Congress" provision urging the states and their political subdivisions to protect their employees who leave for military training or service. Most states have enacted reemployment rights legislation of some kind but provisions vary widely in scope, effect and generally do not provide administrative enforcement machinery.

The bill also would restrict jurisdiction to the U.S. Civil Service Commission in cases involving veterans' reemployment rights with the U.S. Postal Service. The Commission had this jurisdiction before the Postal Reorganization Act, but under the terms of the Act, the Commission has disclaimed such jurisdiction.

Director Visits Hawaiian Local Boards

For the first time in 16 years, a Director of Selective Service has the opportunity to meet with the personnel of each local board in the Hawaiian Islands.

On the occasion of Mr. Pepitone's visit was the American Legion's National Convention held in Honolulu where he addressed the members of the National Security Commis-



Inez Kalua of Hawaii State Headquarters admires her 30-year service award presented to her by Director Pepitone.

While in Hawaii, the Director visited the State Headquarters as well as the local boards on all the islands.

"This trip afforded me the opportunity to personally extend thanks to the uncompensated personnel of Hawaii for their dedicated service and to urge them remain affiliated with Selective Service during the standby phase," Mr. Pepitone. "I also was able to explain to them the continuing operation of the System and the ability to maintain it in support of the All-Volunteer Force."

During his local board visits, Mr. Pepitone personally presented Certificates of Appreciation, Certificates of Appointment, and pins for 5, 20, and 30 years of service to local board members, Advisors, registrants, and compensated personnel. The 30-year pins were presented to Mrs. Emma Bertlemann, Executive Secretary of Local Board 11 on the island of Hawaii, and Mrs. Inez Kalua of Hawaii State Headquarters.

Mr. and Mrs. Kalua honored the Director by presenting them with a lei, formerly reserved for visiting royalty.

Director Pepitone's visit to all of the Hawaiian boards was made possible because of the hard work of the following executive secretaries: Mrs. Harriet Albao, Local Board 7, Kauai; Mrs. Jane Lee, Board 8, Molokai; Mrs.



Director Byron Pepitone presents Mrs. Margaret Goo of Area Office No. 2, Honolulu, her 25-year service award. Colonel Oyasato, State Director of Hawaii, is on the left.

Marian Honda, Local Board 9, Lanai; Mrs. Velma Bissen, Local Board 10, Maui; Mrs. Emma Bertlemann, Local Board 11, Hawaii, and Mrs. Alice Botelho, Local Board 12, Hawaii.

Ways Sought To Reduce Operating Expenses

As a result of our reduced appropriation for Fiscal Year 1974, State Directors have been urged to use every available means to reduce the operating costs for their State Headquarters and local boards.

Director Pepitone has stated that our ability to operate under the reduced appropriation without further drastic personnel cuts will depend a great deal on our ability to tighten our belts and reduce operating costs.

Major cost areas have been defined and suggestions for cost reductions have been presented to the Directors through a series of "Reduction of Operating Expenses" letters issued by National Headquarters.

The cost areas being closely scrutinized are: space, telephones, penalty mail and motor vehicles. According to Mr. E. M. Kline, Administrative Services Division Manager, numerous reports have been received at National Headquarters indicating that State Directors are personally supervising their state efforts and that many cost reductions have already been achieved.

A significant contribution to this program has been made by National. As a result of a presentation made to the General Services Administration, the FY '74 Federal Telecommunications System intercity network bill for the System was reduced from \$764,000 to \$564,000. GSA agreed to the reduction because their original billing was computed when the System had 2,700 local board sites and 7,300 employees.

Nationwide-Newspapers Give Support To Standby Selective Service System

From California to Florida, New York to Oregon -- newspapers are supporting Selective Service in a standby capacity.

Many editorial writers believe that Selective Service should be maintained to support the All-Volunteer Force in the event of a national emergency. Here are some excerpts from editorials appearing in major newspapers:

West Palm Beach, Florida, Post-Times:

"Considering the problems of switching to an all-volunteer army, it is good that the Selective Service mechanism remains in force, requiring men to register for the draft when they turn 18. This gives the nation something to fall back on should an emergency arise and large numbers of troops be needed in a hurry."

California, San Diego Union:

"Congress wisely has not allowed the Selective Service law to expire. There is standby authority to resume the draft in an emergency."

Washington, D.C., The Evening Star:

"And we trust that young men will remember ... to register at age 18 and receive lottery numbers. For though the draft is defunct, the Selective Service machinery still functions, to provide a ready pool of manpower in the event of a national emergency. This is a slight inconvenience, true enough, but a necessary precaution that must not soon be abandoned."

Tennessee, The Nashville Banner:

"We never have thought the all-volunteer army was adequate to guarantee the defense of this country by itself. The continuation of a standby draft is vital to the country's long-range defense efforts. Eighteen-year-old men should not forget their obligations to register."

Alabama, The Montgomery Independent:

"To abolish the Selective Service System is to gamble with the nation's security. Inasmuch as not a single man need be drafted by merely keeping the structure intact, it would seem to be imprudent at this time for the relatively small sum of money involved in the retention of the Selective Service System, as compared to the tremendous sum being

invested in the all-volunteer force, to dismantle the structure and to rely upon the ability of the all-volunteer force to do something which in fact the volunteer force was never intended to do -- namely, to defend this nation in time of crisis."

New State Director Named In Nebraska

Edward C. Binder, a native Nebraskan, is the new State Director of Selective Service in Nebraska. Director Byron V. Pepitone administered the oath of office to Mr. Binder in the presence of Governor J. James Exon at his State House office.

Mr. Binder enlisted in the Army at Fort Crook, Nebraska in June 1943, and he was soon fighting in the European Theater. He served in France, Germany, Belgium and Austria before his separation in 1946.



Edward C. Binder, Nebraska State Director

In 1948 he was commissioned a Second Lieutenant in the Colorado National Guard. He then served briefly in the New Mexico Guard before joining the Nebraska Guard in 1950. He presently holds the rank of Colonel in the Guard and was Military Support Plans Officer until his appointment as State Director on August 1, 1973.

Mr. Binder received his B.S. degree in Law Enforcement and Corrections from the University of Nebraska in 1971.

He, his wife, Roma, and their two children, Gary and Nancy, reside in Lincoln.

Chapter 680 - New Provisions For Medical Specialists

All medical specialists formerly classified in Classes 1-A, 1-A-O, 1-O, and 2-A will now be reclassified by their local boards into Classes 1-AM, 1-A-OM, 1-OM, and 2-AM as provided in Chapter 680 of the Registrants Processing Manual. The Chapter also provides local boards with indicators for identifying medical specialists by professional specialty. For example, a doctor of medicine whose previous classification was 3-A will now be identified as a 3-AM. This designation does not change his classification of 3-A; it merely identifies him as a medical specialist and indicates his specialty. The identifiers for the medical specialties are:

Doctors of Medicine - M
Doctors of Osteopathy - O
Doctors of Optometry - E
Doctors of Podiatry - P
Doctors of Veterinary
Medicine - V
Dentists - D
Registered Nurses - N
Detailed instructions for

reporting these identifications to the Registrant Information Bank, and a sample Status Card are included in the Chapter.

Priority groups now have been established for medical specialists and will be referred to as First Priority Selection Group - Medical, etc. Until this revised Chapter was issued, a medical specialist was said to be in his year of prime vulnerability, rather than in the First Priority Selection Group. The

length of time a man remains in each priority group, i.e., 365 days from the date he entered the priority group, remains the same. Unlike other registrants, though, a medical specialist enters the First Priority Selection Group upon the completion of his first professional degree or upon completion of his internship; therefore, his 365-day period of prime vulnerability will not normally coincide with the calendar year.

Wisconsin Schools Aid Registration

Wisconsin has gained the support of 450 of its 520 high schools to register men with the Selective Service System.

Last May, State Director Robert Levine obtained mailing labels for all principals of the public, private and parochial secondary schools from the Wisconsin Department of Education. He then sent a personal letter to each principal and explained the reduction in local board sites, the importance for young men to fulfill their obligation to register with the System, and requested registration assistance from the schools as a service to their students. The replies were overwhelmingly favorable. The few schools which declined did so because of a lack of staff.

In Janesville, the lack of school staff was compensated for by the Janesville Community Service Bureau which agreed to provide volunteer registrars at each of the community's two high schools on the first and third Mondays of each month. The office space was donated by the schools.

Once a registrar was obtained, a System employee personally swore in the registrar, and explained the registration procedure. The registrar then was given detailed written instructions, and a supply of the Form 1, posters, and current booklets.

In areas where schools could not assist the System, Mr. Levine obtained the help of various offices, such as the Register of Deeds, the Veterans Service Office, the Postmaster and in Sheboygan, the Mayor's secretary.

The number of schools cooperating with the System is still increasing as some principals waited until schools reopened in September to reply.

Chicago, Ft. Worth Service Centers Close

As part of the major reorganization of the System and the reduction of National Headquarters elements, the Service Centers in Region VI (Fort Worth) and Region V (Chicago) have been closed. The functions of Region VI now are being handled by Region IV in Atlanta, and the functions of Region V have been transferred to Region VIII in Denver.

The Service Center concept was adopted in 1969 in line with the President's order to "streamline the structure and processes of Federal agencies in the field."

All six service centers retained both the personnel and fiscal functions until the spring of 1973. At that time, management determined that the System could be further streamlined by centralizing the disbursement function but retaining the regional personnel offices.

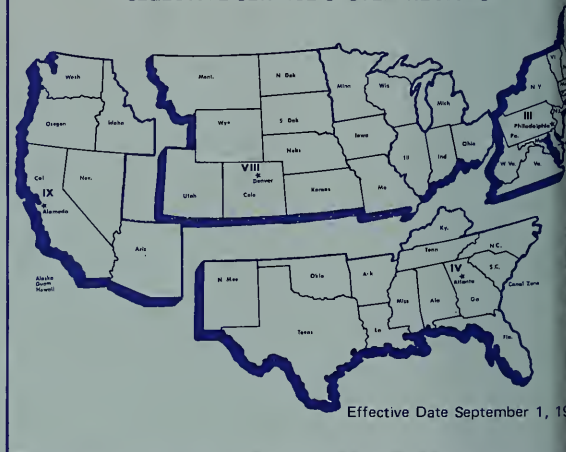
When Ft. Worth's loss of key

personnel, caused by attrition, retirement, became a management weighed the option of either restaffing Ft. Worth moving the operations to another service center. The latter option was chosen as the most cost-effective and efficient method of operation. When further reductions became necessary because of the lower appropriations for FY '74, the decision was made to close the Chicago center, move its functions to Denver.

The closing of the two Service Centers will save the System approximately \$468,000 per year in personnel and administrative costs.

Today, Selective Service moved from a totally decentralized administrative system to one which is more centralized and still provide State Directors professional assistance keeping within the limited budget.

SELECTIVE SERVICE SYSTEM REGIONS



The map above portrays the new alignment of Selective Service Regional Service Centers with States clustered in each grouping being handled by that particular Service Center.

VFW BACKS SYSTEM AT CONVENTION

The Veterans of Foreign Wars endorsed a standby Selective Service System at the VFW's national convention held in New Orleans.

Mr. Samuel R. Shaw, Legislation and Liaison Officer at National Headquarters, served as a special consultant to the VFW's National Security Committee at the affair.

Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1968.

This monthly bulletin is a medium of information between National Headquarters, other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act or any other acts of Congress.

Communications should be addressed to: Registrant Information Section, National Headquarters, Selective Service System, 1724 F Street, N.W., Washington, D.C. 20404. For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Price 20 cents (single copy). Subscription price: \$2.00 per year, 50 cents additional for foreign mailing.



Selective Service NEWS

Two State Directors Are Named

SAN FRANCISCO PUBLIC LIBRARY

OL. W. ROBERT
CHERFF, APPOINTED
NOIS STATE DIRECTOR

utenant Colonel W. Robert Kinscherff is the new State Director of Selective Service for Illinois following his nomination by Illinois' Governor, Daniel J. Brien.

Colonel Kinscherff's military career commenced when he was

in Sacramento as a Manpower Officer. Subsequently, he was asked to serve as Chief of the Alternate Service Program and later as Chief of the Manpower Division.

In 1971, when the California Southern Area Headquarters was established, Colonel Kinscherff served there as Assistant Deputy State Director.

Recently, he was presented with the Selective Service System's Meritorious Service Award for his many contributions to the System in California.

Colonel Kinscherff will be joined in Springfield, Illinois, by his wife, Joan, and their four children.

HAROLD E. BROWN,
APPOINTED WEST VIRGINIA
STATE DIRECTOR

Mr. Harold E. Brown is the new State Director of West Virginia, having been sworn in on October 1, 1973. Major General Jack W. Blair, former State Director administered the oath of office to Mr. Brown in the presence of Governor Arch A. Moore, Jr.

Mr. Brown assumed the duties of State Director after completing 20 years of outstanding service to the System in West Virginia which he began as an Assistant Clerk in Local Board No. 37, in Union.

Like so many State Directors, Mr. Brown was inducted into the U.S. Army. He began his military

career in 1950, received orders for Korea in June 1951 and arrived at Inchon during August. He joined the 25th Infantry Division as a Private, and five months later had achieved the rank of Master Sergeant. He was released from active duty in September 1952, spent four years in the Reserves and was discharged in 1956.

His military awards include the Army's Commendation Medal, the Korean Service Medal with two



Lieutenant Colonel W. Robert Kinscherff, Director of Selective Service for Illinois.

Commissioned as a Second Lieutenant in the Army after receiving a B.A. from the University of California at El Paso.

He spent two years on active duty, serving in the Canal Zone, and in 1953 was released to the Army Reserve.

Colonel Kinscherff became a Reserve Officer in 1954, and entered upon active duty in 1967. He was assigned to California State Headquarters



Mr. Peter P. Pierce, Jr., Florida's State Director of Selective Service, was awarded the Legion of Merit by Director Byron V. Pepitone, left, during a recent ceremony in Florida. Major General Henry W. McMillan, Florida's Adjutant General, right, also participated in the ceremony. Mr. Pierce received this military award for his exceptionally meritorious conduct in the performance of outstanding services to the System from October 1962 to September 1972, while serving on active duty as a Colonel in the Army. Mr. Pierce retired from the Army in September 1972. He has been State Director since February 1971.



Harold E. Brown, State Director of Selective Service for West Virginia.

campaign stars, and the South Korean Presidential Citation.

During his Selective Service career, Mr. Brown has been awarded Certificates of Appreciation from the Air Force and Navy, and the Certificate of Merit and Certificate of Award from the Director of Selective Service.

Mr. Brown is married to the former Betty Lou Keeney. In May 1973, the Browns celebrated the birth of their first child -- a daughter, Kathryn Elizabeth.

State Legislators, School Officials Aid System

State Directors have called upon members of their State Legislatures and school systems to help spread the word that young men are still required to register with Selective Service.

Mr. Harold E. Brown, West Virginia State Director, received enthusiastic support from Mr. N. McManus, Speaker of the House of Delegates, who wrote to every high school principal in the state. He asked them to remind the students of their current obligations under Selective Service. Mr. McManus also issued a release on registration which

resulted in newspaper coverage throughout the state.

In Ohio, State Senators responded to State Director Paul Corey's request for assistance by issuing news releases explaining the role of the standby Selective Service and reminding young men to register. Other Ohio legislators agreed to inform their constituents through newsletters. Mr. Corey also received the support of the Ohio County Commissioners' Association in recruiting volunteer registrars and in locating meeting places for local boards in county buildings. As a result of their assistance, approximately 25 local

boards now meet in county courthouses.

Colonel Edward Pagano, State Director in Alaska, reports that State Senator Robert H. Ziegler, Sr., sent a letter to the Editor of the *Ketchikan Daily News* which emphasized the continuing responsibility of young men to register and gave locations of registrars, while the Commissioner of Education, Dr. Marshall L. Lind, sent a memorandum to all district superintendents and secondary school principals requesting that all high schools in Alaska cooperate by allowing registrars to visit the schools periodically and

register eligible young men, and by displaying the registration reminder posters.

In North Carolina, the Superintendent of Public Instruction, Mr. A. Craig Phillips, was quick to carry the ball on State Director William H. McCachren's request for support of the registration publicity campaign. All high school superintendents were requested to permit the placement of posters in conspicuous places in their schools, such as bulletin boards, lunch rooms, gymnasiums and elsewhere. Mr. Phillips also used his newsletter to relate this information to the schools.

"Equal Opportunity"

In this issue of the Selective Service News, I would like to unequivocally restate my commitment to Equal Employment Opportunity. It is my policy to provide equal employment opportunity to all employees, and applicants for employment, of the System; to promote a fuller realization of equal opportunity in the System; and to resolve or adjudicate promptly and fairly all allegations of discrimination. I promise no let-up in my commitment and in my determination to make the Selective Service System the shining light of equal employment opportunity in the Federal government. I know that all employees share my commitment and determination.

The National Headquarters Equal Employment Opportunity staff has been directed to work with our personnel to carry out my mandate to eradicate all semblance of discrimination from the System.

Now I would like to make a few comments about our EEO counselors and our 1974 Affirmative Action Plans. First, the counselors:

EEO counselors play a vital role in the Equal Employment Opportunity Program. They provide an opportunity for informally resolving EEO complaints at the level at which the complaint occurs. Counselors establish an open and sympathetic channel through which employees may raise questions, discuss grievances, get answers, and obtain resolutions to problems connected with EEO.

All Selective Service System employees, or applicants for employment, who feel they have been discriminated against because of race, color, religion, sex or national origin have the *RIGHT* to seek counseling in an attempt to resolve the matter. Complainants and all others involved in the case, i.e., witnesses and complainants' representatives, shall be free from restraint, interference, coercion, or reprisal at all stages in the processing of a complaint.

I urge that all Selective Service officers, managers, and supervisors give full support to counselors in the performance of their duties under the EEO program.

We have recently received an advance copy of the Civil Service

Commission's Letter 713-22, which deals with Equal Employment Opportunity Affirmative Action Plans for 1974. As soon as the regular distribution is made, a copy will be forwarded to each State Director and Regional Service Center Administrator.

Our requirement for submission of 1974 Affirmative Action Plans is the same as our 1973 requirement. States with 50 or more full-time employees as of January 1, 1974, are required to submit plans to the regional Civil Service Commission office for approval. Those states affected are required to submit their plans to National Headquarters by December 1, 1973, for review. We want to have all plans reviewed, and where necessary, revisions made so that we can meet the deadline of submission to the Civil Service Commission of February 1, 1974. State Directors and Service Center Administrators are urged to give personal attention to the timely completion of these plans.

States not required to submit plans to the Civil Service Commission for approval are required to develop realistic plans



in the same manner as other states and to have them available for possible on-site inspections by or Selective Service Personnel Management Specialists or forwarding to CSC or National Headquarters upon request.

As 1973 comes to a close, we enter 1974, I believe that the total commitment and dedication of all Selective Service employees, improvement will be made in minority and women representation at all levels of work force.

Byron V. Pepitone

Poster Program Supported

Enthusiastic responses to Director Byron V. Pepitone's request for support of the System's poster program have been received from officials in government and the private sector.

In some instances, the officials wrote to their field representatives and asked that they be receptive to System personnel who would be distributing the posters. Organizations which do not have suitable display locations are assisting by publishing items in their newsletters regarding the registration requirement for 18-year-old men.

Following are examples of the support being given and excerpts from a few of the letters to Mr. Pepitone:

The American Legion:

I endorse this proposal wholeheartedly and will use every means at our disposal to assist you.

Joe L. Matthews
National Commander

The Legion support has been immediate, with display of posters in Legion posts and the publication of registration items in

many local and state newsletters.

United States Air Force Recruiting Service:

USAF Recruiting Service is happy to cooperate in your efforts to ensure that every young man in the Nation is aware of his responsibility for registering with Selective Service.

Conrad S. Allman, Brigadier General, USAF
Commander

Registration posters can be seen on the office walls of many Air Force recruiters as evidence of the cooperation promised by General

Allman.

National Association of Secondary School Principals:

The NASSP does have a number of publications which are disseminated regularly to some 35,000 members in all sections of the country. I am asking our editor, Dr. Thomas Koerner, to plan for an appropriate reference so that those approaching their eighteenth birthdays will be aware of current requirements and opportunities.

Owen Kiernan
Executive Secretary,
NASSP

THINKING OF RETIREMENT?

All employees who are planning to retire should submit their Application for Retirement (Standard Form 2801) at least 30 days prior to their planned retirement date.

"This new procedure has been adopted so that these dedicated and highly respected employees will not face lengthy delays in receiving their first retire-

ment checks," Director Byron V. Pepitone announced.

Employees should submit their retirement forms to their respective Regional Service Center. The 30 days will allow the Service Centers to process the necessary paperwork so that the retirees can receive their initial retirement checks on a timely basis.

The registration reminder be included in the November issues of the "NASSP Newsletter" and the "NASSP Bulletin". Copies of both of these publications sent to all members of Association.

U. S. Postal Service

A notice will be placed in the Postal Bulletin informing postmasters of your information program and authorizing them to display the posters.

E. T. Klassen
The Postmaster General

Individual postmasters and managers of buildings occupied by post offices have been most cooperative in displaying posters.

MANPOWER COSTS

Defense manpower costs consume about 56 percent of the total Defense budget, not counting various indirect costs such as medical programs and housing construction.

Isle Of Isolated Registrants

This article was written by Harriet Albao, Executive Secretary of Local Board No. 7 in Niihau. Local Board No. 7 on the island of Kauai, Hawaii, has the jurisdiction over registrants living on a privately owned island about 17 miles from the main island. This is the island of Niihau, which itself is unique. It was purchased in 1863 from King Kamehameha V, the island is owned by the Robinson family. For many years, the island has remained practically untouched by the hands of modern age, its customs are preserved. There are no automobiles, no telephones or radio, but a radiophone is used when necessary. Non-inhabitants may visit only by invitation of residents or owners. Transportation is by barge which makes normally one round trip a week with mail, supplies and returning residents. The trip takes about four hours each way. This is the means by which Niihau young men report to Local Board No. 7 for medical force examinations. The selectees must be flown to the island for examination, family members often come to the local board to see the young men off. The island is always touched by their presence and the affection they radiate from them. Albert K. Pahulehau was the Selective Service registrar and also the Registrant on Niihau.

island's school principal and deputy registrar for the State Board of Health. He typified the Niihau Hawaiian -- kindly, soft-spoken and unassuming. Taken by death early this year, he was succeeded by Henry Kaipo Kanahele.

And the name Kanahele never fails to bring to mind the story of Benehakaka Kanahele, an American war hero.

On December 7, a Japanese pilot, after taking part in the Pearl Harbor attack, ran out of gas and crash-landed his single-seater fighter plane on Niihau. Without communications, the inhabitants of the island had not heard of the attack on Pearl Harbor. A cowboy named Hawila Kaleohano found the pilot, and the story is that Hawila became suspicious when the pilot tried to draw his pistol. Hawila disarmed him and also took a map and some "papers" and hid them. The pilot later escaped from

where he was kept and was able to dismantle his machine gun from his damaged plane. With this, he started terrorizing the villagers in search of the hidden "war papers" which were never found, although he did retrieve his pistol and map.

It was with this pistol that he shot Benehakaka Kanahele three times before Bene "got mad", picked up the flier by his neck and one leg -- like he had often handled sheep -- and smashed the flier's head against a stone wall. In the meantime, four men in a whaleboat had rowed for 16 hours to Kauai to summon aid. The rescue party consisted of 13 enlisted men, the four ranch hands from Niihau, Aylmer Robinson of the family which owns Niihau, and two other civilians. They were led by a young Army officer, then Lieutenant Jack Mizuha, who later became Captain Mizuha of the famed 100th Infantry Battalion of the 442nd Regimental Combat

Team, and still later an Associate Justice of the Hawaii Supreme Court.

Kanahele was awarded the Medal of Merit and the Purple Heart on August 15, 1945, and the saying, "And then I got mad", became a household phrase.

English is taught in the school which is part of the state school system but is limited to the elementary grades. The principal language, however, is Hawaiian -- a slightly different Hawaiian -- tones are more softly rounded, more musical.

Industry centers around ranching and the production of honey and charcoal. In recent years, Niihau has also become known for its beautiful shell leis which are among prized possessions of those who can afford them or are fortunate enough to receive them as gifts. Purchasers include visitors from all over the world who buy them in Kauai stores.

There are no policemen on the island -- they have never been needed. The Robinson family has shown Local Board No. 7 every consideration in implementing the provisions of the Selective Service law.

Do the people of Niihau want a change? In recent years, the state to purchase the island, Niihau residents rose in protest and pleaded that they be left as they are. For the time being at least, the state has not pursued the subject. So it is still tranquil on Niihau.

RED CROSS VOLUNTEERS

Members of the Upper Pinellas Chapter of the American Red Cross in Clearwater, Florida, have become volunteer registrars and in the month of August registered 180 young men for Selective Service.

Mrs. Betty Weisbrodt, right, a Red Cross volunteer is shown registering a young man with the Selective Service System.



New Dual-Purpose

The new Report of Manpower (SSS Form 116), which combined worksheet and report, made its appearance early in the July 1973 report. The implementation of the new form at the new fiscal year with a more improved and more comprehensive report.

This form is considered far superior to any previous manpower report and provides more complete, factual information on manpower picture at all levels of the System.

One aspect of the new report that raised questions in local boards, but now is more fully understood, is that a registration of a registration must be reported as an administrative report rather than a local board report and entered accordingly on the report. This procedure will be

confirmed in a forthcoming revision of Chapter 613 of the RMP.

The Operational Programs Branch of the Operations Division of National Headquarters has provided the following quick "trial balance" method of checking the completed reports before submission:

1. Total of Column A must balance total of block 26b plus top line of box 27.
2. Total of Column B must balance total of Column F.
3. Total of Column C must balance total of Column G.
4. Total of Column E must balance block 26a.

The section of the report showing registration figures for the month and for the year to date, and the simplified method of handling cancellations and those files dropped from accountability are outstanding improvements incorporated in the new "116".

"Sorry, Colonel Erb!"

An article on the induction of Glenn Bowles into the U.S. Army's Infantry Officers Candidate School Hall of Fame which appeared in the September issue of the "News" also mentioned other Selective Service officials who had previously received this honor. Unfortunately, the name of Colonel Norman L. Erb, State Director of Arizona, was omitted. He was inducted into the Hall of Fame on January 17, 1963, and was the 166th graduate of the school to be so honored. The Editor apologizes for the error.

OVERSEAS STRENGTH

The Pentagon maintains 1,963 bases and 600,000 troops overseas.

113% INCREASE

In 1964, it cost the Army \$5,435 a year per soldier; in 1973, that cost jumped 113% to \$11,580.

Always A Way, And A Place!

Has collocation uprooted your local boards? Are they now searching for meeting places? Some novel "temporary" meeting places have been reported by State Director William H. McCachren of North Carolina. Local board meetings have been held at a picnic table in front of a hardware store, in the lobby of a motel, in a furniture store (the chairman interrupted the meeting to sell a freezer and fix a coffee pot), and in a funeral home.

Copies of the June 30, 1973 Semiannual Report of the Director of Selective Service have been distributed to the field on the basis of one copy per administrative site. Additional copies are available for chairmen of local and appeal boards. Chairmen who would like a personal copy should address their requests to National Headquarters, Attention: AA.

National Equal Employment Opportunity Organization

DIRECTOR, SELECTIVE SERVICE SYSTEM: Assures adequate financial and human resources are committed to achieve the goals of the Equal Employment Opportunity Affirmative Action Plan. Responsible for national policy-making and direction of the EEO Program.

DEPUTY DIRECTOR, SELECTIVE SERVICE SYSTEM: Provides executive direction to the plan. Evaluates executive and managerial performance in administering EEO responsibilities.

MANPOWER ADMINISTRATOR: Consults with responsible top management officials concerning support of the Affirmative Action Plan.

DIRECTOR, EQUAL EMPLOYMENT OPPORTUNITY: Coordinates activities under the EEO Nationwide Affirmative Action Plan. Reviews subordinate echelons' plans for legal adequacy and feasibility of accomplishment. Evaluates agency's effectiveness in complying with the EEO Act of 1972. Administers the discrimination complaint system. Periodically informs top management of the EEO program's status.

ASSISTANT TO THE DIRECTOR OF EEO: Assists EEO Director in the review of State and Service Center Affirmative Action Plans; provides semi-annual EEO progress reports to the EEO Director;

provides statistics to the Civil Service Commission and manages officials of the System; accepts complaints of discrimination performs other EEO duties as assigned by the EEO Director.

FEDERAL WOMEN'S PROGRAM COORDINATOR: Coordinate promotes the hiring, selection, promotion and training of women in the context of the EEO Affirmative Action Plan. Develops and nationwide guidelines for conduct of the Federal Women's Program Reviews and recommends responses to EEO complaints, with emphasis given to sex or race/sex discrimination cases.

SIXTEEN-POINT SPANISH SPEAKING PROGRAM COORDINATOR: Develops and coordinates agency implementation of Sixteen-point Spanish Speaking Program to assure equal opportunity Selective Service for Spanish-surnamed Americans. Receives discrimination complaints.

STATE DIRECTORS COMMITTEE ON EEO: Meets at National Headquarters at such times as the Director of Selective Service or EEO Director, with the approval of the Director, deems necessary to recommend EEO policy, to advise on administration and implementation of the EEO program, and to evaluate and recommend selections for annual EEO awards.

NATIONAL EEO COMMITTEE

Col. Glantz
MEMBER



Mr. Holmes
MEMBER



Mr. Martin
MEMBER



Mr. Akst
MEMBER



Mr. V. Bynoe
CHAIRMAN



Mr. Pepitone
DIRECTOR, SSS



Mr. Dewhurst
DEPUTY DIRECTOR



Mr. Wisniewski
MANPOWER
ADMINISTRATOR



Mrs. S. Rosemergy
DIRECTOR, EEO



Mrs. S. Peters
ASSISTANT TO
DIRECTOR, EEO



Ms. Ciuff
* FWP



Mr. Gar
**16 PS

* Federal Women's Program Coordinator

**Sixteen-point Spanish Speaking Program Coordinator

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Selective Service NEWS

System Plans Mail-In Registration Program

young men who live in remote areas of the country will soon be able to register with Selective Service by mail for the first time in the system's history.

Recognizing that the collocation of local boards has imposed a hardship on some young men who are unable to register, Director Byron Pepitone has authorized the introduction of mail-in registration. A new program is scheduled to begin in January 1974.

This system has been designed, however, to permit individuals to register by mail only when they cannot conveniently present themselves before an uncompensated registrar, or report in person to a local board," Mr. Pepitone emphasized.

The mail-in system has been implemented in selected areas in four states: Michigan, North Carolina, Virginia, and Washington. The tests conducted there showed that a high percentage of registration forms were completed correctly. The incidence of the vandalism was low, and fictitious registrations accounted for less than one percent of the overall response.

North Carolina State Director William H. McCachren said: "The program was highly successful, and we would deem it appropriate to use it in areas where individuals cannot conveniently register with an uncompensated registrar or at a local board."

Tarr Is Appointed Vice President

Dr. Curtis W. Tarr, former director of the Selective Service System, has been named Vice President for Overseas Operations of the System & Co. in Moline, Illinois. Replacing General Lewis B. Brown in April 1970, Dr. Tarr directed the System until May 1972, when he was appointed Under Secretary of State for Security Assistance.

Prior to his appointment as director of Selective Service, Dr. Tarr was Assistant Secretary of the Department of Defense for Manpower and Reserve Affairs.

Washington State Director Richard G. Marquardt commented: "We were very pleased with the results of the registration by mail test program. There were no incidents of vandalism and young men were very careful to be accurate in making out their own registration cards." Mr. Marquardt added: "A major benefit of the registration by mail

program that may not be apparent at first glance is the amount of energy that could be saved by making it possible for young men to register by mail in their own community rather than having to drive to their local boards, thereby saving many precious gallons of gasoline."

The mail-in registration method will use a free-standing, yellow and

blue poster with an attached box to hold the SSS Form 1 mailer. In late December, the pre-folded forms will be issued to local boards designated by the State Director. These local boards will stamp their return address on the cards. The cards and posters will then be distributed in selected areas to locations which are frequently visited by young men and/or their families.

The new system has a two-fold purpose: (1) to make registration convenient for young men who reside some distance from a designated place of registration, and (2) to inform 18-year-old men that registration is still required.

The success of registering young men with Selective Service depends entirely upon the hard work and resourcefulness of System personnel. The use of the "mailer" will require a certain amount of maintenance and visits to the display sites. Each State will evaluate and report the progress of its program to determine the effectiveness of certain locations, the response of the community, and the number of registrations actually accomplished through this method of registration.

The administration of the mail-in registration program is the responsibility of the State Director.

This program will in no way replace existing registration procedures but will be used as a means of registration in selected locations when uncompensated registrars or local boards cannot be conveniently reached by individuals required to register.



On Retirement

Colonel Jensen Honored by System

Colonel Maxwell O. Jensen, USMC (Ret.), who recently retired from Selective Service, was presented with the System's Exceptional Service Award for his valuable contributions to Selective Service throughout his 16-year tenure. The presentation was made by California State Director Carlos Ogden on behalf of Director Byron V. Pepitone.

Colonel Jensen began his long association with the System when he held the rank of Captain. He was an officer assigned by the War Department for duty with the Office of Selective Service Records, and served his first two-

week active duty tour with the System in March 1948.

He joined the National Headquarters staff in 1957 when he was assigned as Assistant Chief of the Office of Legislation, Liaison, and Public Information. While in this office, Colonel Jensen was instrumental in developing the regulations for the present lottery system.

In June 1970, he was appointed Operations Division Manager, a position he held until November 1971 when he joined the California State Headquarters as Deputy State Director.

Number of Volunteer Registrars Continues to Increase

Over 17,000 and still increasing—that's the story with volunteer registrars these days.

Ohio leads the System with 1,318 as of mid-November, followed closely by Pennsylvania with 1,287 and Puerto Rico with 1,184. Even National Headquarters has one—Mrs. Dorothy Alvey of the Operations Division.

Computer Center Aids Management

When nine boards in Puerto Rico were damaged by fire, a telephone call by the State Director to the Computer Service Center activated the Burroughs B3500 computer and within a few hours a reconstruction report for Puerto Rican registrants with records in the Registrant Information Bank (RIB) was on its way to the island. RIB has also come to the aid of boards in Arkansas, Montana and Ohio which were damaged or destroyed by fire. But, important as this service is to the System, it is only one of many provided by the Computer Center.

I have visited a number of states during the past several months and have been privileged to discuss the computer operation with many local board members, executive secretaries and site supervisors. In my discussions with these dedicated persons, I found an intense interest in RIB. Since it is impossible for me to speak personally with all System members, I am using this column to provide more information about RIB.

RIB is the data processing system which turns input from OCR forms into output reports (printouts) which pertain solely to registrants. Registrant information typed on OCR forms is machine-read at the Computer Center, electronically printed on magnetic tape and stored on reels in an information bank. Whenever RIB reports are prepared, whether for verifying local board reports or for management purposes, the information is recalled from storage, processed, and printed in report form for distribution.

Much of the recent activity at the local boards and State Headquarters preparing OCR input forms and verifying computer printouts is typical of front-end work associated with building and purifying centralized data bases. The accuracy of any computer data base is directly dependent upon the quality of the input, the computer processing, and the verification necessary to close the loop. The local boards have performed their part very well in the RIB System by submitting the initial transactions on OCR forms, reviewing the output reports and submitting corrections on incorrect data as published.

The initial acceleration to build the RIB data base is nearing completion and, as recent reports show, the computer files are accurate to an acceptable degree, considering the newness of the system. All local board personnel, both compensated and uncompensated are to be congratulated for their enthusiastic response during the heavy front-end workload period. Hereafter, the workload on local boards will dwindle to routine file maintenance.

The easing of the start-up effort has paved the way for changes and enhancements in the RIB System. The RIB Branch of the Operations Division has the responsibility for these changes and enhancements which occur rapidly to this new and highly sophisticated system with the result that new procedural directives may not reach local boards until we are in the final phase of the change. Every effort is made to keep such occurrences to a minimum. Whenever there is a conflict between a

RIB Guide and the RPM, the RPM is the "bible" to follow for registrant processing since RIB Report Guides are only advisory in nature.

The Operations Division has been continuously evaluating the System's need for OCR input forms and output reports. Two of the important refinements the Division has been working on during the past several months are: Combining three monthly RIB Reports (No. 140—List of Registrations (LOR), No. 112—Exception Listing for Form 7, and No. 160—List of Classifications (LOC) into a single report (The RIB Guide for the combined report will be distributed upon implementation.); and Revising the Procedural Directive for the SSS Form 7 to include complete instructions to cover preparation of the form in all circumstances. The revised directive soon will be distributed to the field.

The RIB Reports are being put to practical use by such diverse management areas as: the local



boards—to help assure timely and to assure that accurate information is forwarded to the registrants; the State Directors—to evaluate processing of registrants with state and to determine classification trends; and at National Headquarters by the Operations Division—to determine the state of registrant processing and to forecast registration trends; the Management Evaluation Group—to identify potential problem areas throughout the System, and to recommend corrective action before difficulties occur; the Manpower Administration—to forecast man-requirements for the entire System and the Administrative Division to forecast forms requirements.

In addition to the RIB System several other automated systems are either in use or in the planning stages. The payroll, budget, accounting systems have been in operation for almost 18 months. The Personnel Data System (PDS), the Address Information Directory System (AIDS), the Minimum Statistics System, and the Reporting Officer Information Bank (ROIB) systems have been in operation for many months. The Personnel Control System, which processes the Authorized Manning Element, has just been implemented. The Property Accounting, Management System (PAMS), the Violator Inventory and Monitoring System (VIMS) are due to be operational early in 1974.

During a recent visit to the Computer Center, I was impressed by the professionalism and dedication of our employees who work with the hope that each of you will share my enthusiasm over the System's new, modern management tool.

Byron V. Pappas



Guam State Director, Lorenzo Aflague (forefront) swears in 16 Village Commissioners as Selective Service registrars.

Guam Director Recruits Village Commissioners

Not one to pass up a good opportunity, Mr. Lorenzo C. Aflague, Guam State Director, recently recruited all of Guam's 23 Village Commissioners to be Selective Service registrars.

The Commissioners had invited Mr. Aflague to speak to them about the present requirements regarding registration with Selective Service. Taking advantage of

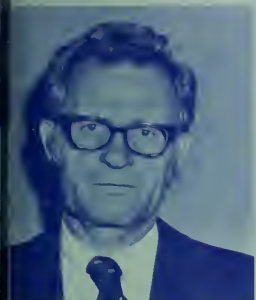
the chance to reach representatives of a cross-section of Guam's communities, Mr. Aflague launched an appeal for volunteer registrars. All 16 Commissioners present immediately volunteered their services. The State Director was well prepared for this event, for he had all the necessary forms with him and proceeded to administer the Oath of Office on the spot.

Beck Is Appointed Utah State Director

A. L. Beck has been appointed Utah State Director by his nomination by Governor L. Rampton.

The new director was born and raised in Idaho, graduating from the University of Idaho with a degree in Political Science.

He served in the U.S. Army during World War II.



A. L. Beck
Utah State Director

Mr. Beck is a member of the League of Writers and formerly was a member of the State Cemetery Board, and the Ogden Chamber of Commerce. He was one of the founders of the Service Club, a community service organization in Ogden, and for many years was president of the State's Listening Post for troubled youth.

Active in politics, he was chairman of his Legislative District and served on the Weber County Democratic Central Committee.

Until his appointment as State Director, Mr. Beck was president of his own corporation which operates a health food wholesale distribution firm, a beauty parlor, and a cemetery sales business.

Mr. and Mrs. Beck have four children, two of whom are active in the family business.

California Employee Dies

Employees of the System in California were saddened by the death of Mrs. Effie M. Ford of Fresno, in November.

Mrs. Ford served with the System in Dale City from October 1930 until October 1943, and in Fresno office from August 1943 to July 1966, when she died after almost 21 years of service.

Test of New T & A System Is Completed; Cards Eliminated

The System recently completed a test period for its new time and attendance reporting system using an OCR form instead of cards.

The test was conducted in Maryland, Virginia, and the District of Columbia; at National Headquarters; the Regional Service Centers; and the Computer Service Center. After an evaluation period, the new reporting method will be implemented nationwide.

The new system, developed by Captain James Kohler and Mr. Joachim Dierlich of the Computer

Center, will greatly simplify the process of inputting payroll data to the computer. By using the OCR form instead of cards, the entire operation of handling, sorting and keypunching cards will be eliminated.

"I am extremely optimistic about the success of the new T&A reporting method," said Captain Kohler. "I realize that it will take a little time for timekeepers to adjust to the new form, but the result of the conversion will be a more efficient and economical payroll system."

A Well - Qualified Executive Secretary!

Mr. Addison A. Millard, State Director of Nevada, recently had a unique experience. He became an executive secretary for a day.

This unusual event occurred while Mr. Millard was traveling through Nevada to meet with a number of local board members, advisors to registrants and registrars.

Before leaving State Headquarters, Mr. Millard learned that an executive secretary in a remote desert area of the state was having difficulties in scheduling a particular board meeting. She had already driven 140 miles (one way) to hold two meetings in two different communities. Since Mr. Millard had arranged to visit the board members in question, he volunteered to hold the meeting for her and thus relieve her of additional travel time.

Mr. Millard realized the importance of personal contact with our uncompensated personnel, but this experience provided something extra -- the chance to really be in someone else's seat.

Prior to discussing the cases before the board, he asked the members' concurrence for him to function as acting executive secretary for the evening and entered their approval into the minutes of the board meeting. The members then reviewed the cases and Mr. Millard discussed with them items of current importance -- hardship cases, conscientious objection, late registration, and new RPM chapters.

Mr. Millard said the board members were highly amused that the State Director was their acting executive secretary, but they were also impressed with his seriousness in fulfilling the System's responsibilities during the standby period.

Cronin Accepts New Position With GSA

Daniel J. Cronin, former Selective Service Assistant Deputy Director for Operations has been appointed Assistant Director of the General Services Administration's Office of Preparedness.

He is responsible for planning for the continuity of government operations in an emergency and for providing crisis management.

His office provides management planning for the best use of all materials and services which are in short supply. Mr. Cronin said that his most immediate concern is planning for the possible rationing of gasoline and heating fuel.

New Brochures Are Published

"You and Selective Service" should now be in the field. This Question and Answer leaflet is a revision of "But I Thought the Draft Had Ended?" "You and Selective Service" should be sent to every registrant with his status card and, where possible, should be placed in schools so young men can read it before they register with the System.

"Conscientious Objectors" is a new one-page fact sheet which should be sent to every registrant who requests a Form 150. The leaflet explains how to apply for CO status and informs registrants of their appeal rights if their classification requests are denied.

"Street Corner" Publicity in Augusta, Georgia

For one week, motorists who passed the intersection of Walton Way and Fifth Street in Augusta, Georgia, were reminded that 18-year-old men still have to register with Selective Service. Credit for the free publicity belongs to Mrs. Katherine Jones and Mrs. Rebecca James of Area Office 21 in Augusta who persuaded the Southern Roofing and Insulating Company, owners of the revolving sign, to give up a week of their own advertising to display the System's message.



Major Publicity Campaign Underway in Connecticut

Mr. Frederick W. Palomba, Connecticut State Director, is using the Selective Service System's poster program as the basis for a major statewide publicity campaign.

He contacts the Superintendent of Schools in each major city and arranges for a picture to be taken of the Superintendent and the Principal of the city's leading high school placing a Selective Service poster in the school. This picture not only illustrates the educators' support of the System's information program, it also shows the public where the posters are displayed.

Mr. Palomba then contacts area newspapers and sends them the picture and an editorial. The editorial announces the continuing need for young men to register and requests businessmen to display the posters.

This aggressive publicity campaign has resulted in statewide media coverage of the registration requirement and the poster program. According to Mr. Palomba, "The responses from the schools and the press have been extremely gratifying."

State Directors Get Out Word on Registration

GUAM ... State Director Lorenzo C. Aflague reports that the PACIFIC DAILY NEWS ran reprints of the System's registration posters in their public service column on alternate days for a period of three months. Also, KUAM radio and TV presently are airing 60-second public service announcements on the registration requirements.

OHIO ... Mr. Paul A. Corey, State Director, tells us that a recent issue of "Focus", the Ohio AFL-CIO newsletter, published an item to remind young men of their responsibilities to Selective Service. One million copies of this issue were distributed to the AFL-CIO membership.

TENNESSEE ... State Director Arnold L. Malone reports that the JOHNSON CITY PRESS-CHRONICLE is performing a public service each week by publishing a box containing the registration reminder and the addresses and office hours of registrars in a five-county area. The item appears on the one page of the paper most likely to be read by young men (and their fathers)—the sports page.

"Perhaps other papers would be willing to perform this same public service," commented Director Byron V. Pepitone upon learning of the PRESS-CHRONICLE'S assistance.

Corey Named to Post With Ohio Association

The Federal Executive Association of Greater Columbus, Ohio, was recently established to guide and coordinate the participation of Columbus' 13,000 Federal employees in vital Federal programs.

Paul A. Corey, Ohio State Director, was elected Vice Chairman of the Association.

The group will meet quarterly, beginning in January, to discuss such topics as equal employment opportunity, the women in government movement, productivity, and human behavior programs.



Legion of Merit Awarded to Colonel Neal

Colonel John M. Neal, (Ret.), Deputy State Director for Massachusetts, is pictured receiving the Legion of Merit during retreat ceremonies at Fort Devens. The citation, presented by Brigadier General James D. Hewett (New England Regional Representative of the Retired Officers Council), mentions Colonel Neal's exceptionally meritorious service to the Selective Service System while serving on extended active duty.

RESERVE OFFICERS WRITE AND RECORD SCRIPTS FOR TRAINING AIDS

Selective Service Reserve Officers, under the guidance of the Operations Division, are writing scripts for training modules on the RPM.

The major program involves seven Reserve Units from Seattle, Washington; Phoenix, Arizona; Lexington, Kentucky; Sacramento and Santa Cruz, California; Portland, Oregon; and Lansing, Michigan. Officers from each of these units recently served their two-week tours of active duty at National Headquarters composing the first drafts of the scripts. They then took the drafts back to their units where all members will combine their talents during regular drill periods to prepare the final scripts. These scripts will be used by the Training Division to create the audio-visual training modules.

The completed modules should be in the field early in 1974.

Lieutenant Colonel Homer S. Holcomb, Jr., USAF, professionally known in the Roanoke, Virginia, area as Lee Garrett, is recording scripts for the supervisory training modules. Colonel Holcomb, who has been in the radio-TV industry for 27 years, is Director of Community Affairs for WSLW-TV in Roanoke and anchors their 12:30 p.m. news broadcast.

Two Kentucky Board Women Are Praised

Dr. Constantine Curris, the new President of Murray State U. in Ky. recently praised Mrs. Wanda Austin of L.B. 29 in Grant County.

As reported in the LOUISVILLE-COURIER JOURNAL, a talk with Mrs. Austin, during the time Dr. Curris was waiting for an opening in the National Guard, led him to the position he holds today.

Dr. Curris stated, "She persuaded me to go on and get my doctor's degree. I believe she was the only reason I did so. Some people may have reason not to admire their draft board, but I certainly am indebted to mine."

Further praise was expressed by a registrant in a letter to Executive Secretary Alice Anita Thomas of L.B. 2 in Glasgow. The letter, reprinted in Ky. Hgtrs.' newsletter with the registrant's permission, said in part: "It seems in this complicated world in which we live that there are few people in public life, whether working in business or government, who are willing to go out of their way to help a person..... But yet, in my case and in the case of my brother, you were always willing to take time to explain the rules, and always willing to check further ... on any obscure ruling that might apply to us. Whenever I see you or think about the draft, I remember this."

Ohio Mayor Volunteers to be Registrar

How many mayors are uncompensated registrars? News knows of one—Mr. Alex Roman, Mayor of Westlake, (a suburb of Cleveland).

When Paul Corey, Ohio Director, sent a personal request for registration assistance approximately 40 mayors of Cuyahoga County they all agreed to provide at least one member to be a registrar. Mr. Roman said that not only would his secretary and his telephone receptionist be registrars, would, too.

Mr. Roman said he accepted the position because he believed that everyone should fulfill responsibilities of citizenship thought he could provide the greatest assistance to the young men of Westlake by becoming a registrar.

Mr. Roman, a first generation American of Rumanian descent was a practicing attorney in 1970. He gave up his law practice when, at the beginning of his second term, the position of Mayor became full time.

POSSIBLE SURPLUS OF DOCTORS SEEN

According to Charles Edwards, M.D., Assistant Secretary for Health, by 1975 there will be 50 percent more physicians, 40 percent more dentists, and 60 percent more registered nurses than there were in 1970 if the U.S. maintains the current output capacity of health professional institutions.

Dr. Edwards made the forecast at the annual meeting of the Association of American Medical Colleges in Washington, D.C. He also told Association members that the ratio of physicians in 1975 may reach nearly 220 per 100,000 population, compared to 160 in 1970 and 140 in 1960.

In Dr. Edwards' judgment, even more significant is the possibility that the U.S. may be facing a doctor surplus. And, if that possibility must figure very heavily in both immediate and long-range planning in the health manpower field.

General Counsel Summarizes SS Law in Vietnam Era

EDITOR'S NOTE: The following article, written by Mr. Walter H. Tarr, General Counsel of Selective Service, appeared in a recent edition of the *Boston Bar Journal*. Mr. Tarr was graduated from Princeton University and the University of Virginia Law School. He received his L.M. from George Washington University in 1952. He was appointed General Counsel of the System in January 1971.

It is now time to assess and reflect on that period of defiance of law during the Vietnam conflict. Some, who, in many instances vocally and ably defended by law, refused to report for or submit to induction for service in armed forces. What was the magnitude of this problem and what was its solution?

In any discussion of this nature, it is the background or setting that the nation faced during this period has to be recognized. At the end of hostilities and upon President Nixon's election in 1968, 100 men (volunteers and draftees) were serving in Vietnam.

"Draftees" Prompt Registrations

Oregon State Headquarters' radio and TV spot announcements, law during the September issue of "News", have not only halted downward trend in registrations, but are being credited with creating a 21% increase in registrations statewide in August over the same month in

to determine the effectiveness of their public information campaign, Oregon boards conducted a survey of August registrants to learn how they had learned of the registration requirement. The majority of the registrants said they had heard the announcements, and a few said they had read articles in the newspapers.

August was the first full month of radio/TV publicity of the registration reminders.

The following increases in four states which received good coverage illustrate the effectiveness of the announcements:

% Increase Over July 1973	
Bend	80%
Eugene	64%
Portland	57%
Medford	37%

During this year, 296,406 men were inducted into the armed forces with 284,000 to follow in 1969. Then in early 1970 the President reaffirmed his previous pledge to the electorate to end the draft by endorsing the Gates Commission Report on the All-Volunteer Force. He submitted proposals to Congress to implement this endorsement and in the fall of 1970 Dr. Curtis W. Tarr was appointed to become the Director of the Selective Service System. By these two acts, a turning point occurred, for as the President worked to achieve his commitment to the nation so Dr. Tarr fulfilled his commitment to the President by providing equity and justice in the operation of the System. The abolishment of paternity, occupational, agricultural, and undergraduate student deferments; the adoption of a system of random selection (lottery) and the uniform national call; the inclusion of persons of minority groups as members of local boards; the preparation and dissemination of 60,000 copies annually of the *Curriculum Guide to the Draft* to each high school in the country in addition to millions

of copies of pamphlets explaining a registrant's rights and obligations; and a total revision of the System's regulations to assure procedural due process to all registrants, all testify to this. At the same time, the President was 'winding down' the war so that in 1970 inductions dropped to 162,746 men, in 1971 to 94,092, and finally in 1972, as inductions ended, to 49,524 men. However, a total of 1.8 million men had been inducted during the Vietnam conflict, 300,000 more than in the Korean war.

Against this 'back-drop', there occurred slightly over 215,000 reported violations. These were for the most part failures to report for or submit to induction during the period from 1962 through 1972. As the war intensified and the number of calls for inductions increased, pending violations steadily rose to a peak of 27,444 in FY 1969. On January 1, 1971, the point of time that I was appointed the General Counsel, the number of outstanding violations reported to the Department of Justice and then still under consideration for prosecution stood

at approximately 27,000. An additional 17,000 violations were to be reported over the next two years, before the end of calendar year 1972, making a grand total of approximately 44,000 violations that would require processing during this time.

Because of the enormity of the problem and the limited number of attorneys (8) in the General Counsel's office to assist the United States Attorneys in their prosecutive review of the violator's file, which must be done to determine whether substantive or procedural error existed in his processing, Regional Counsels were hired and assigned initially in nine offices throughout the country. At the same time Selective Service System attorney/Reservists were called to two weeks' military active duty together with many attorney/Reservists who were put at the disposal of the System by the Judge Advocate Generals of the Military Departments. As a result of their efforts, all new cases, as well as the old, among the 44,000 files were reviewed.

It is the general policy of the Department of Justice, and has been for some time, to authorize a dismissal of an indictment charging a failure to comply with an order to report for induction or a failure to submit to induction when the

cont'd on page 6



"Meet Me at the Fair"

Using a lot of imagination and very little money, Mrs. Sylvia McMillian (left) and Mrs. Patricia Sumner (center) of Area Office 17, Tifton, Georgia, assembled a colorful Selective Service information booth, pictured above, for the Tift County Fair.

The American Legion, which sponsored the Fair, donated the booth space to the System. With State Director Mike Hendrix's approval, the ladies manned the booth on their own time during the week-long event.

The Fair attracted visitors, one of whom is shown above, from an eight-county area. Some men chose to register at the site, and many others registered the following week at the Area Office.

Retired Military Urged to Subscribe to "News"

Retired military officers who were members of the Selective Service System are an invaluable resource and can assist the System in many ways. Director Byron V. Pepitone is particularly desirous of maintaining contact with this distinguished group.

The best means of maintaining contact is through the "Selective Service News."

Retired officers who are interested in receiving the "News" are urged to submit their names and addresses (with zip code) to the Operations Division (OORS), National Headquarters, 1724 F St., NW, Washington, D.C. 20435.

ARMY CHIEF SPEAKS OUT FOR STRONG MILITARY

When a "detente" among the superpowers could serve the cause of world peace, such a detente would best be preserved by this Nation maintaining a military force which recognized the realities of power.

This was the message offered by General Creighton W. Abrams, Army Chief of Staff, before the annual meeting of the Association of the U.S. Army in Washington.

General Abrams argued that in so doing, "we would be ready if ever that detente evaporates which could be the case overnight."

In the following paragraphs, General Abrams brought all of his thoughts together:

"A credible and effective fighting force is not wasted if it is not actually called upon to fight. In fact, fighting may be interpreted as a failure of deterrence. Again and again in recent history, the fact that one nation had a credible force in being and the apparent will to employ that force against another was sufficient for that nation to protect its interests or obtain its goals without war.

"Our past enemies knew this, and gained great silent victories by forcing alliances, imposing neutrality, creating satellites—often by mere threat of force alone.

"The nations that were not prepared to fight, or which had advertised that they would not fight, did in fact avoid the fight—but they did so by gross accommodation, sometimes at the sacrifice of their freedom."

EMPLOYEES REAP PROFITS FROM SUGGESTIONS

Federal employees were paid over \$4 million in fiscal 1973 for 67,845 ideas that resulted in a savings to the government of \$156,753,490. Of the 240,588 suggestions submitted in fiscal 1973, Selective Service personnel contributed 391 of which 36 were adopted. Suggestions adopted by Selective Service saved the government \$12,973 and earned \$1,930 for employees.



SSS Honors Ohio National Guard

Chief Warrant Officer Arthur L. Osborn (center) was recently presented the Selective Service System's Meritorious Service Award by Paul A. Corey (left), Ohio State Director. Lieutenant General Dana L. Stewart, Ohio Adjutant General, is on the right. CWO Osborn received the award for his outstanding performance in the planning and scheduling of the disposal of excess government property during the recent collocation of 90 local boards in Ohio. Eleven National Guard warehouse personnel were awarded Certificates of Appreciation for their assistance in insuring that Ohio completed collocation on schedule.

SS Law in Vietnam (cont'd)

defendant submits to processing for induction, whether he be accepted or rejected by the Armed Forces, unless there exist "aggravating circumstances." The term "aggravating circumstances" pertains to such actions by the defendant as that of a long history of non-cooperation with or obstruction to the operations of the Selective Service System, a concerted and deliberate attempt to elude detection by the FBI, or a failure to pass induction because of a physical, mental, or moral defect which occurred following his failure to report for induction or submit to induction which was either self-inflicted, self-induced or occurred as a result of the defendant's own fault. Examples of such actions are a criminal offense making the defendant unacceptable on moral grounds, addiction to drugs, a self-inflicted disqualifying wound, or the use of stimulants prior to the taking of a physical examination. Obviously, since such a policy is applied to those under indictment, it also applied to those who wished to submit to induction prior to indictment. Accordingly, statistics show that approximately 80 percent of those violations dismissed prior to indictment as well as 80 percent of all dismissals of indictments were the result of the application of this policy. The remaining

20 percent of those indictments dismissed is attributable to such examples as a finding by the FBI that the violator should have been classified 4-F because of a prior criminal record which was unknown to his local board when he was classified 1-A or a procedural error in the processing of the violator which at the time of the violation was not adjudged to be an error but subsequently was held by the courts to constitute a valid defense. It is thus estimated that because of error in the processing of the registrant or because as a violator he submitted to induction in lieu of prosecution, many thousands of cases were disposed of prior to indictment or prior to prosecution.

With the above in mind, let us look at the prosecutive record. According to a report of the Director of Administrative Office of the United States Courts, from FY 1961 thru FY 1972, 16,623 violators under indictment faced prosecution, with 4,906 of this number during FY 1972, the highest number of cases ever reported in the fiscal year. During this twelve-year period 7,645 defendants were convicted and 1,024 acquitted. The remaining 7,964 had their indictments dismissed because of error in their processing or because they submitted to induction in lieu of

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General Hershey Honored by ROA

The Reserve Officers Association, at its 1973 National Convention, honored re General Lewis B. Hershey by resolution to "... pub recognize Gen. Lewis B. Hershey's tireless and selfless devotion to duty, to country, to community and to his fellow man, and express to him an expression of our appreciation for his service to active and Reserve Armed Forces in maintaining our National Security." The ROA also voiced its support of the star Selective Service System.

prosecution. It is also interesting to note that during FY 1972 a record high of 5,142 indictments were returned which constituted a twenty fold increase over the indictments returned in 1961 a 13 percent increase over the 4,517 indictments returned in FY 1971. On July 1, 1972, the Administrative Office of the United States Courts reported 5,424 indictments outstanding, which represented 11 percent of the total criminal cases pending with the Department of Justice. On June 1, nearly one year later, all that remained of 215,000 violators were 5,576 under indictment and 5,457 being processed to indictment, for a total of 11,033. Of those under indictment approximately 4,800 are fugitives from justice, of which 2,800 known to be residing in Canada. These violators comprise 42 percent of the fugitive or untriable cases pending one year or more with United States Attorneys.

Looking to the immediate present and the foreseeable future the logical question is what may be expected as to the disposition of the remaining violators. By memorandum of June 4 to United States Attorneys from the Department of Justice it was stated that "it is the Department's policy to prosecute vigorously to prosecution all pending reported selective service violations." This memorandum further states that with the lapse of the President's general induction authority on July 1, violators will no longer be able to take advantage of the Department's long standing policy which has permitted induction in lieu of prosecution. This position was taken as a result of a legal opinion rendered on April 20, 1973, to the Selective Service System by the Assistant

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orney General (Office of Legal Counsel). With respect to the fugitive, the Department of Justice in their memorandum to all United States Attorneys, dated April 27, stated that it continues to be its policy that as long as the defendant remains in a fugitive status, the United States Attorney will be notified in declining to review his case to determine whether as a result of charges in case law, subsequent to the return of the indictment, a defense may exist. However, should the United States Attorney have actual knowledge of the existence of a valid defense he is not precluded from dismissing the indictment, even though the defendant is a fugitive and does not appear personally before the court. In closing, should there ever be a need for inductions into armed services, I hope we all, as attorneys in the Government, members of the bar, have learned something from this experience. The lesson for me has been that even in the face of public hostility, resulting from an unpopular war, law enforcement did not break-down. The overwhelming number of Americans, the 1.8 million inductees, served their duty when called upon to do so. Although some 15 percent at first declined to report for induction, only 1.8 (1 percent) remain to be added in the total number of inductees (7,645 convicted, 5,576 presently under indictment, and 67 presently being processed to indictment). For those who try to lead and say that the younger generation has lost its sense of patriotism, honor, and duty, the facts belie their claim.

"Hello, Mr. Secretary!"

Talk about a "week that was!" Paul Akst, New York City Director, recently met and talked with not one, but all three Secretaries of the Armed Forces in the same week. Three different organizations to which Mr. Akst belongs met during the same week and each meeting was attended by one of the Secretaries.

On Monday, Mr. Akst spoke with Army Secretary Howard Callaway; Tuesday, with Navy Secretary John Warner; and Thursday, with Air Force Secretary John McLucas.

Special Studies Group Named; OSP Disbanded



Commander Meriwether



Colonel Rogers

Two major organizational changes recently took place at National Headquarters: the Office of Systems Planning was abolished, and the Office of Special Studies was formed, with its primary purpose to develop and maintain contingency and mobilization plans. The manager of this new group is Commander Gordon K. Meriwether, formerly with the Management Evaluation Group.

Commander Meriwether, a native of Alabama, graduated from the U.S. Naval Academy in 1947 and served on active duty for eight years, the last two as a naval aviator. He joined Selective Service in June 1969 as a training officer at National Headquarters. Subsequently, in 1970, he was reassigned to Chicago as a Regional Field Officer, becoming an Inspector upon creation of the Inspection Services Division. In 1972 he joined the newly formed Management Evaluation Group as a regional representative, and was transferred into Washington in June 1973.

Colonel David Rogers, the former manager of the Office of Systems Planning, has been selected to succeed Mr. Stan Smith as Chief of the Management Evaluation Group. Mr. Smith recently resigned his position with the System.

Reservists Given Expanded Role in Selective Service

The new Reserve Training Program, to be administered by the Manpower Administration at National Headquarters, has been designed to enable Selective Service Reservists to assume a more active role in the System.

Under this new program, emphasis has been placed on those tasks which will be most beneficial to the System in the current standby status while increasing the capability of the Reserve Officers to react efficiently in time of a mobilization or an expansion of System activity.

"We want to assure the utilization of these officers for operational requirements of the System," Mr. John D. Dewhurst, Deputy Director, said. He further explained that heavy emphasis will be placed on "on-the-job" training. New correspondence courses also will be available for the Reservists, and the examinations will be graded by an automatic system at National Headquarters.

Mr. Dewhurst pointed out that there must be sufficient Reservists in the System who have knowledge of Civil Service regulations to aid in the recruitment and selection of additional employees in the event of a rapid buildup. He also said that a portion of the Reservists must also be able to properly utilize the modular training packages in order to provide instruction to both compensated and uncompensated personnel.

Mr. Glenn R. Bowles, Operations Division Manager, emphasized that the Reservists will be directly involved in recruiting and training uncompensated registrars; assisting in the implementation of the mail-in registration program, and in publicizing the obligation to register, and determining the locations where registration may be accomplished.

The Director has established priorities as a guide for the utilization of Reservists which State Directors may adapt to meet their individual needs. This "priority listing" has been mailed to the State Directors.

As a preliminary to redesigning the Reserve Program, an extensive study of the existing program, and additional areas in which Reservists' skills could benefit the System, was conducted by the

Management Evaluation Group. State Directors and Unit and Section Commanders were contacted during the data collection phase and many of their suggestions were incorporated in the final report.

Once the data was compiled, a committee headed by Colonel Jack D. Kaufman, Maryland State Director, and composed of National Headquarters and Reserve representatives, produced the final draft of the program which was approved by the Director for adoption.

Under the new program, Unit Commanders and Section Chiefs, upon receiving approval of their scheduling plans, will assign individual officers to particular projects in support of State Headquarters and Local Board operations. A reporting system has been designed to permit monitoring of Reservist activities in line with the unit's individual commitment to the national program.

"Although many of the utilization and training concepts prescribed have long been employed to some degree throughout the System," Mr. Ray Wisniewski, Manpower Administrator, said, "it is felt that this program provides positive guidance which will result in greater uniformity, utilization and effectiveness of the Reserve components of the System."



FORMER BOSS NOW EMPLOYEE

Colonel Everette S. Stephenson, a Reserve Officer serving on active duty for training at National Headquarters, was assigned to the Operations Division where Mrs. Dorothy Alvey was the responsible officer for his project. Colonel Stephenson was Kentucky State Director from 1960-1967 and Mrs. Alvey was one of his Executive Secretaries.

New Pay Schedules

ANNUAL RATES AND STEPS

GRADE	1	2	3	4	5	6	7	8	9	10
GS-1	\$ 5,017	\$ 5,184	\$ 5,351	\$ 5,518	\$ 5,685	\$ 5,852	\$ 6,019	\$ 6,186	\$ 6,353	\$ 6,520
GS-2	5,682	5,871	6,060	6,249	6,438	6,627	6,816	7,005	7,194	7,383
GS-3	6,408	6,622	6,836	7,050	7,264	7,478	7,692	7,906	8,120	8,334
GS-4	7,198	7,438	7,678	7,918	8,158	8,398	8,638	8,878	9,118	9,358
GS-5	8,055	8,323	8,591	8,859	9,127	9,395	9,663	9,931	10,199	10,467
GS-6	8,977	9,276	9,575	9,874	10,173	10,472	10,771	11,070	11,369	11,668
GS-7	9,969	10,301	10,633	10,965	11,297	11,629	11,961	12,293	12,625	12,957
GS-8	11,029	11,397	11,765	12,133	12,501	12,869	13,237	13,605	13,973	14,341
GS-9	12,167	12,573	12,979	13,385	13,791	14,197	14,603	15,009	15,415	15,821
GS-10	13,379	13,825	14,271	14,717	15,163	15,609	16,055	16,501	16,947	17,393
GS-11	14,671	15,160	15,649	16,138	16,627	17,116	17,605	18,094	18,583	19,072
GS-12	17,497	18,080	18,663	19,246	19,829	20,412	20,995	21,578	22,161	22,744
GS-13	20,677	21,366	22,055	22,744	23,433	24,122	24,811	25,500	26,189	26,878
GS-14	24,247	25,055	25,863	26,671	27,479	28,287	29,095	29,903	30,711	31,519
GS-15	28,263	29,205	30,147	31,089	32,031	32,973	33,915	34,857	35,799	36,741*
GS-16	32,806	33,899	34,992	36,085*	37,178*	38,271*	39,364*	40,457*	41,550*	
GS-17	37,976*	39,242*	40,508*	41,774*	43,040*					
GS-18	43,926*									

*The rate of basic pay for employees at these rates is limited by section 5308 of title 5 of the United States Code to the rate for level V of the Executive Schedule (as of the effective date of this salary adjustment, \$36,000).

GRADE UNDER 2	2	3	4	6	8	10	12	14	16	18	20	22	26
COMMISSIONED OFFICERS													
O-10	—	—	—	—	—	—	—	—	—	—	—	—	3603.60
O-9	—	—	—	—	—	—	—	—	—	—	—	—	3179.70
O-8	—	—	—	—	—	—	—	—	—	—	2866.80	—	—
O-7	—	—	—	—	—	—	—	—	—	2492.70	—	—	—
O-6	—	—	—	—	—	1483.80	—	1534.20	1776.90	1867.80	1908.30	2019.30	2189.70
O-5	—	—	—	1272.90	—	1311.90	1381.80	1474.20	1584.60	1675.80	1725.90	1786.80	—
O-4	855.00	1040.40	1110.60	1130.40	1180.80	1260.90	1332.30	1393.20	1453.80	1494.00	—	—	—
O-3	794.40	888.00	948.90	1050.30	1100.40	1140.00	1201.20	1260.90	1291.80	—	—	—	—
O-2	692.40	756.60	808.70	939.00	958.80	—	—	—	—	—	—	—	—
O-1	600.90	625.80	756.50	—	—	—	—	—	—	—	—	—	—

RIB Reports Are Key Aid to Management

Processing Delays ... The initial Agenda of Processing Delays, RIB Report No. 146, which lists registrants involved in classification delays, was mailed in November to local boards.

This report reflects those registrants in RIB who were unclassified; 1953 (YOB) registrants with RSN's below 101 still in Class I-H; and 1954 (YOB) registrants with RSN's below 51 still in Class I-H. Also included are registrants whose current classifications had expired at least 120 days prior to preparation of the report and who had not been reclassified.

Registrants who are shown as unclassified are those who had records in RIB before August 1973. Any new records established after that date will no longer show the registrants as unclassified. Therefore, once the local boards complete the corrective actions

indicated in RIB Guide 146, all registrants in RIB will be classified.

Beginning with the December report, each State Headquarters was mailed two copies of the Summary of Processing Delays, RIB Report No. 246, which will indicate the number of delays in each category for each local board. This summary will help State Headquarters identify those local boards experiencing difficulty in the timely processing of registrants.

Medical Specialists ... Most local boards have completed their initial submission of SSS Forms 7 for Medical Specialists to the Computer Service Center. Those boards which have not, should complete this phase promptly. During February or March 1974, follow-up reports dealing with Medical Specialists will be distributed to the field, and the data base should be complete prior to that time.

Keeping Tabs on New Registra-

tions ... Each month, all State Headquarters receive the Classification Summary by Year Group, RIB Report No. 264, to provide them with registration and classification information. This report is in addition to the 116 reports.

By comparing the current RIB report to the previous month's report, State Directors can determine the number of new registrants, by year of birth, added during the current reporting period.

Classification trends by year of birth are also shown. As the local boards reclassify those registrants with RSN's below the processing number, the report will show into which classes these registrants are being reclassified.

The RIB report also will provide State Headquarters with the number of registrants, by year of birth, that will need to be reclassified upon their entry into the Second Priority Group.

Selective Service System Wins Tenth Straight CFC Honor

National Capital Area employees of the Selective Service System have done it again! the tenth consecutive year, System was awarded the Combined Federal Campaign's 100% quota certificate. The award presented by CFC Chair Casper Weinberger, Secretary Health, Education and Welfare and Agriculture Secretary Butz.

Accepting the award on behalf of Director Byron V. Pepit, Mr. E. M. Kline, Administrative Division Manager, noted that Keymen, led by Major John Murphy, achieved 207% of the goal.

The Combined Federal Campaign is the Washington, D.C. Federal Agency version of United Givers Fund.



Selective Service NEWS

MAR 8 1974

Employees Given Full Civil Service Status

long and interesting chapter in Selective Service history ended on November 5, 1973. On that date, President Nixon signed into law a bill (introduced by David N. Bonior (D-N.C.)) which granted full and complete Civil Service status to all compensated civilian employees of the System. Approximately 3,500 employees are being converted from the System's Salary Schedule (SG) pay scale to General Schedule (GS) salary scale, according to Mr. Ray Wisniewski, Manager Administrator.

National Appeal Board Members Resign

Board Chairman Levi Jackson of Detroit, Michigan, and Mr. E.G. Banks of Winter Park, Florida, recently resigned from the National Appeal Board. Both had served since September 10, 1969. Mr. Banks resigned effective November 1, 1973, due to the pres-

ence of the local boards' communities. In many counties across the country there were few, if any, Federal employees working under Civil Service's rules and salary standards. It was felt that arranging a salary schedule for all Selective Service employees, regardless of where they lived, which was tied to the more expensive living conditions of major cities, would be an unsettling factor in the local board's relationship with the community it served. The intention was to preserve so far as possible a close tie-in between the boards' operations and personnel and the prevailing circumstances in the communities they served. This

belief governed the salary standards for Selective Service employees for many years.

In the late 1960's, pressure began to mount to recognize that the scarcity of Federal Civil Service employees across the country was no longer a general characteristic. The first reaction to this recognition was the promulgation of a new salary schedule which generally approximated the Civil Service salary schedules for reasonably comparable work. It was found that this did not disrupt the local communities and was not a disquieting factor in the relationship of the local board to the community in

which it was located.

Over a period of time, the Director administratively granted the non-SS employees all benefits possible accruing to the General Schedule employees.

From this position it was a relatively short step to convert the Selective Service personnel system, rules and salaries to the Civil Service system.

The effective date for the change was February 17, 1974. SG employees who left the System after the end of December but before February 17, were converted to the General Schedule pay scale prior to their separation.



Mr. Levi Jackson

country and the Selective Service System are deeply appreciative and indebted to you for the unselfish assistance you have rendered as a member of the National Appeal Board."

Mr. Levi Jackson, Board Chairman since September 1969, submitted his resignation to President Nixon on December 11, 1973, but offered to remain until a new appointment could be made to assure continued operation of the Board.

In his letter to Mr. Nixon, Mr. Jackson also cited pressures of business and personal commitments as reasons for his resignation.

Mr. Jackson recently became Manager of Urban Affairs for Ford Motor Company in Dearborn, Michigan. He has been associated with Ford since 1950.

Mr. Charles N. Collatos, of Lynnfield, Massachusetts, is remaining on the Board.

Selective Service News Distribution Curtailed

For many years the operating budget of the National Headquarters made possible the distribution of the monthly Selective Service News to organizations and individuals where a direct association with the System did not exist. Budget restrictions have forced us to curtail the free distribution of future issues to only those members of the Selective Service "family."

We regret this economy move was necessary. The "News" will continue to be for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Subscription price: \$2.00 per year.

Edward J. Henderson New Director In New Jersey

Mr. Edward J. Henderson became the new State Director of Selective Service for New Jersey following swearing-in ceremonies on January 8. Former Governor William T. Cahill had nominated Mr. Henderson for the top state Selective Service post in September 1973, a position he had held in an acting capacity since the retirement of Colonel Harold Hoenig on July 1, 1972.

Major General William R. Sharp, the Chief of Staff of the New Jersey Department of Defense officiated at the swearing-in ceremony held in the General's office.

Mr. Henderson served with the New Jersey Selective Service Headquarters as an active duty Army National Guard officer from 1966 until his retirement from the Guard on August 31, 1973. He was associated with the New Jersey National Guard in both active and inactive duty status for more than 35 years, and retired with the rank of Colonel.



Mr. Edward J. Henderson
New Jersey State Director

During World War II, he served in Europe as an artillery officer. His military decorations include the Bronze Star Medal and the Army Commendation Medal.

He is a lifelong resident of Trenton, and for many years managed his family's automotive business in that city.



E.G. Banks

of business and personal commitments.

He is President of Combanks Corporation, The Commercial Bank of Winter Park, and South Seminole Bank; and Chairman of the Board of The Commercial Bank at Opoka.

President Nixon, in his acceptance letter to Mr. Banks said: "... I want to express my personal gratitude for your more than four years of distinguished and dedicated service. This Administration, your

Adjustment to Change in 1974

February 1974 and we are well on our way to adjusting to slower, shorter days and a cooler environment. This is a good time to consider adjustments in our operation as we remind ourselves that our functions of registrant processing are continuing and will prevail in 1974. Later in this column I will share my thoughts with you on operational matters which deserve our mutual attention.

Looking back for a moment, I am particularly proud of everyone's performance during the transition year of 1973. Many wonderful things happened for the Nation and the World -- Zero Draft -- End of War -- All Volunteer Force. All of these have had a direct impact upon the System and upon each of us. Many dedicated individuals are no longer with us due to the System's sharp reduction in force. Again, I extend to them my personal thanks and a sincere "well done" for their contributions.

At the beginning of this year I wrote a letter to all of the State Directors bringing to their attention certain goals to be kept in mind for registrant processing in 1974. Most

of the readers of my column will be interested in some of the goals I discussed with them in my letter which cover generally the following:

Early in our planning for standby we determined that local board meetings on a quarterly basis should be adequate. State Director reports have been received which confirm this. I have suggested that local boards be encouraged to meet no more often than necessary to accomplish the required actions.

As you know, priority selection group placement for all except medical specialists is now on a calendar year basis. Local boards meeting in January completed the priority selection group placement of regular registrants and the reclassification of 1953 year-of-birth registrants who became eligible for Class 1-H on January 1, 1974.

The lottery drawing for registrants born in 1955 will be held in March 1974. Therefore, it becomes important that local boards plan meetings in April for the reclassification out of Class 1-H of those registrants born in 1955 who will

have been assigned Random Sequence (lottery) Numbers equal to or below the Administrative Processing Number to be announced immediately following the lottery in March.

A meeting of each local board sometime in July will be appropriate for processing the normal accrual of annual review cases and pending personal appearances, as well as those students who will have completed their professional training in a medical specialty in May or June. Beyond that, it would appear that one fall meeting during October or November would be justifiable for the timely processing of those cases and personal appearances that will have accrued since the previous meeting.

The adjustment and the reduced activities in our standby operation, requiring fewer local board meetings, will permit us to operate within our restricted budget while continuing the necessary functions of the System.

On a daily basis, increased emphasis must be placed on registration, by "spreading the word",



and by providing more opportunities for young men to re-

I am aware that we risk gross disinterest among the members of the Selective Service "family" reducing the number of meetings, however, I continue to believe all members are eager to contribute their knowledge, experience and insight toward a standby Selective Service which will be fully utilized and accepted in every community across the Nation. A measure of unrationed human energy will be needed to meet task.

Byron V. Pepitone

Processing Delays Can Be Costly

The U.S. District Court in Erie, Pennsylvania, has recently dismissed a case because of substantial and prejudicial delay in presenting the charge of failing to report for induction to the grand jury. The original induction order required the registrant to report for induction on April 1, 1971; however, he was given a new reporting date of November 30, 1972. He was indicted on February 15, 1973.

The court held that the 23 months' delay between the failure to report for induction and the indictment clearly handicapped the defendant's ability to present evidence of his reclassification on November 5, 1970, and that the United States had failed to produce evidence to overcome the defendant's claim of prejudice.

"In this instance," said Walter H. Morse, General Counsel, "the fact that he was not reported promptly as a violator in May 1971 resulted in the defendant not only avoiding his military obligation, but any punishment as well."



Mr. Pepitone (left) presents a Certificate for 10 Years' Service to Mrs. Olive Carroch, Executive Secretary of Intercounty Board No. 36, Salida, Colorado. Displaying obvious pride is Colorado Director Frederick Obitz.

Director Pepitone Confers Awards

Mr. Pepitone recently journeyed to Denver, Colorado, where he conferred certificates and awards upon 22 Selective Service employees.

He presented the Navy Commendation Medal to Lt. Commander Melvin J. Stedman and the Army Meritorious Service Medal to

Lt. Colonel Paul S. Baldwin. Bronze Meritorious Service Awards of the System were conferred upon six employees.

Certificates of Appreciation were presented to 14 employees whose service to the System ranged from five years to more than 30 years.

APPEAL BOARD RETURN TO HEADQUARTERS

After an absence of over 10 years, the Presidential Appeal Board again is located at National Headquarters.

The move was effected in December as part of the reduction necessitated by the System's reduced operating force for FY '74.

Because of the reduction in Board's workload, the staff has been reduced from four full-time employees to one. As Chairman Levi Jackson noted in his letter of resignation, when he was appointed to the Board in September 1963, there were over 1,000 Presidential appeals pending at the present time there are three.

Mrs. Eleanor Lorditch is Administrative Assistant to the Board by whom she has been employed since 1951. In her 22 years with the Appeal Board, she has worked with all of the members (there have been 11), including the original member who were appointed by President Harry S. Truman in 1949.

Arnold B. Brodsky Is System's New Budget Officer

Mr. Arnold B. Brodsky is the new Budget Officer, replacing Mr. John Phillips who retired in January.

Mr. Brodsky received his liberal arts education at Georgetown University and his accounting training at Benjamin Franklin University where he earned bachelor's and master's degrees in commercial science.

A Certified Public Accountant for the State of Maryland, he was employed as an accountant in private industry for several years before entering the Federal Government in 1964 as a budget technician with the National Security Agency. In 1965 he was selected, through Agency-wide competition, for a two-year tour overseas as a budget officer for NSA's European Centre, headquartered in Paris.

He has worked for the U.S. Secret Service where he served as assistant to the chief of the Financial Management Division for all budget and accounting matters. He recently he was employed by the Bureau of Outdoor Recreation Chief, Division of Budget and Finance.



Arnold B. Brodsky

National Guard Assists Registrations

Twenty-one states have National Guard personnel appointed as uncompensated registrars for Selective Service. The number in each state varies from a high of 182 in Texas to a low of two in Vermont with an average of 20 per state.

In all instances, registrars are trained in National Guard Armories and registrations are being accom-

continued on page 4



The System's new recording studio, located in the Training Department at National Headquarters.

Recording Studio Completed At National Headquarters

The Training Branch at National Headquarters has now completed its new recording studio. This certainly is an improvement over the way recordings were made previously in what was fondly called "Polansky's Studio." In the past, Training Branch Manager, Mr. George Polansky found that his administrative office was always in demand as a recording studio. This new recording studio will provide greater efficiency in the production of the modular training programs.

It's quite a unique setup. It has a 3M professional recorder (a four-track tape recorder) and a Bozak mixer which has a capability for recording five different people at the same time, simultaneously blending in musical backgrounds and sound effects. There is also a McIntosh 2100, 410 Watt amplifier, and two JBL Model 4310 Control

Monitor speakers.

Perhaps the most unique aspect of this whole setup is a little component part called a Selectake. This Selectake has the capability of digital readout, and of pre-selecting a specific point on the tape and programming in pre-recorded materials. This setup now produces higher quality sound with fewer people required in the recording process. Now all aspects of the modular training program can be accomplished within the Training Branch, from writing scripts to recording and photographic processes.

Mr. Polansky believes that in the next three months all of the equipment purchased for the recording studio will have paid for itself by using fewer man hours in the production of these very important training modules.

Guidelines Issued for Late Registrants

Prior to the expiration of the general induction authority in Section 17(c) of the Military Selective Service Act, the Justice Department issued its guidelines to all United States Attorneys governing the disposition of violations involving late registrants. It provided that:

1. If a man would have received a Random Sequence Number (RSN) in the 1969, 1970 or 1971 lottery drawing, and he registered after the drawing was held, criminal prosecution should be initiated regardless of the RSN paired with his birth date.

2. If a man registered after the lottery drawing for his age group, but before his RSN was reached so that he was available for possible induction processing, prosecution could be declined.

3. If a man subject to the 1969, 1970 or 1971 lottery drawing registered late but *before* the drawing was held, prosecution could be declined.

Both Justice and Selective Service officials realized that such a policy statement would be necessary when the System assumed a standby status. In its implementation by the General Counsel's Office, and as a result of further discussions held with the Criminal Division of the Department of Justice, an agreement was reached in September with respect to the transmittal of late registration offenses committed by men born in 1954 and thereafter.

Under this September agreement, only the most deliberate and

continued on page 4

Servicemen's Files Reconstructed After St. Louis, Mo. Fire

Military records of some 1,700 servicemen, which were destroyed in the fire last July at the St. Louis, Missouri Records Center, have been reconstructed following the completion of a special project in which Selective Service assisted.

Specific information concerning the history of military service for this large number of registrants was furnished by the responsible State Directors. The procedure and the form that was used to provide the

information resulted from a number of meetings with National Archivist personnel attended by Colonel Norman A. Hawkinson of the Operations Division and Mr. Clarence E. Boston of the Administrative Services Division.

State Directors contributed significantly to the reconstruction of these records, thereby guaranteeing the servicemen their rights and benefits earned through military service.

Exit Directives Capsule

The number of individuals who responded to the recent survey questionnaire clearly showed that the Directives Capsule, as a summary of significant directives from the National Headquarters, does not have Selective Service reader appeal. Therefore, in keeping with our policy of making the best use of limited funds, the Directives Capsule has been discontinued. We do thank those who returned the questionnaire.

Employees Exerted Extra Effort — Pre-Christmas Paychecks Issued

Some 600 System employees received their pre-Christmas paychecks before the holiday because of an extra effort on the part of nine civilian payroll office personnel in the Computer Service Center, according to Colonel John Kilgore, Finance and Accounting Manager.

"Because of the holiday mail crunch, approximately 600 T&A cards did not make it to the computer center prior to the cut-off date for the pay period," Colonel Kilgore explained.

The nine employees may have suffered from telephneitis (acute inflammation of the ear and vocal chords), but they managed to keep working until they had called over 200 timekeepers to get the necessary information needed to complete "dummy" time cards.

Although checks cannot be issued until the original time cards arrive at the payroll office, the preliminary work was accomplished by using the "dummy" cards as input to the payroll system. Once the original cards did arrive, the data received by phone was checked, and the tape corrected and sent to the Treasury Department's Kansas City office in time for the checks to be issued before Christmas.

Former Missouri Employees Again Assist System

Six former executive secretaries in Missouri who left Selective Service last summer because of the reduction in force now work for the System in uncompensated positions.

Ina Cockrum, Dorothy Muller, and Jo Ellen Schwartz now serve on local boards; and Billie L. Dicus, Floris Polley, and Mary Lansford are volunteer registrars.

In a letter to Director Byron V. Pepitone, Mr. Bob Merrick, Missouri State Director, expressed his appreciation of the ladies' dedication with the following statement: "We are indeed fortunate to benefit from their experience and knowledge of our agency's operation, and we are very proud and grateful for these women."



NEW STATE DIRECTORS VISIT COMPUTER CENTER

Illinois Director, Lt. Colonel W. Robert Kinschiff (left) and Utah Director, Mr. A.L. Beck (center) show keen interest in demonstration by shift supervisor, Mr. Phillip D. Miller during a recent orientation conducted by Computer Service Center manager, Major Ronald J. Schmiedekamp (right).

Current Rib Activities

Local boards were mailed the new List of Classifications (LOC), RIB Report No. 160, during the last weeks of January. This new LOC combines the necessary information which was previously printed on the old LOC, the List of Registrations and the Exception Listings for the SSS Form 7.

The new LOC reduces the time previously required of the local boards to verify the reports and also reduces the amount of paper formerly mailed to the local boards.

RIB Report Guide No. 160, List of Classifications, recently revised, has been distributed to the local boards. This revised Guide explains the use and purpose of the new LOC.

The Agenda of Processing Delays, RIB Report No. 146, mailed to local boards in February has different information for the second processing delay. Previous reports identified 1953 (YOB) registrants with RSN's below 101 still in Class I-H, and 1954 (YOB) registrants with RSN's below 51 still in Class I-H. The report mailed in February only covers 1954

(YOB) registrants; however, the report reflects those registrants with RSN's below 96 and still in Class I-H.

The number of unclassified registrants previously shown in this report has been reduced considerably. This reduction was a direct result of local boards completing the corrective procedures indicated in the RIB Report Guide for the report.

The number of records in RIB for Medical Specialists continues to grow; however, it is evident that some local boards have not completed the initial submission of SSS Forms 7 to the Computer Service Center for those Medical Specialists for whom records are required in RIB. This should be accomplished as promptly as possible so that follow-up reports will be more complete.

The revised Procedural Directive for the SSS Form 7 was recently distributed to local boards. This directive, along with the Procedural Directive, RIB OCR Forms-General, provides clearer instructions for completing the SSS Form 7.

National Guard Continued From Page 3

plished at these locations. The State Directors of the 21 states feel that the registrars are playing a very effective part in the registration process within their states.

The percentage of the statewide

registration completed by registrars at National Guard Armories varies from 1 to 30% in the various states. As a rule, the average is slightly less than 10% of all registrations within a state at this time.

1-W Employers Visit By Boston Reservists

Massachusetts Director, Mr. tor C. Bynoe, has been very pleased with reports compiled by Major Karl Essigmann following completion of a special reserve assignment.

During a recent six-week period, Major Essigmann spent his Monday night drills visiting approximately 75 employers of conscientious objectors in the Boston, Massachusetts area. He also spent his two-week active duty for training visiting employers and former employers throughout Massachusetts.

Every employer complimented the 1-W's on their work performance and indicated supervisory consistently rated them higher than their regular employees. Many requested to continue their employment after their obligation is completed.

Employers visited were such organizations or activities as Cross, Goodwill Industries, Massachusetts General Hospital, and England Baptist Hospital. In many cases the 1-W's were using the training they had developed through conscientious objector training.

Major Essigmann reported when former employers were asked if they would consider employing other conscientious objectors, they gave an unqualified "Yes."

Late Registrants Continued

flagrant violations should be referred to the U.S. Attorney for prosecution. While it is realized that persons who are willfully and intentionally violating the Military Selective Service Act must be prosecuted, those committing technical infractions should not be.

National Headquarters has furnished each State Director with guidance as to determining the type of case most appropriate for prosecution. Examples of those violations who should be forwarded for prosecution include ones who, when offered the opportunity to explain their tardiness, respond with comments such as: "I couldn't find time"; "I am not going to be drafted, non-combat or otherwise so don't bother to call"; or "I know I had to register, and didn't."

Walter Morse, General Counsel, said, "As a result of the new guidelines, some 200 cases have recently been referred to various U.S. Attorneys."



Selective Service NEWS

STATE DIRECTORS CONFERENCE SET

San Antonio, Texas, To Be Site of Meet

Concept of Operations for FY 1975 will be the theme of the conference scheduled for the 56 State Directors in San Antonio, Texas, March 10 - 15 are the tentative dates for this very important "working conference."

Director Byron V. Pepitone will address the conference theme in his opening remarks on Monday morning. During the balance of the first day, the Directors will participate in symposiums on the Concept of Operations during periods of Standby/Inductions. Other topics to be covered in

symposiums during the week are: Functional Utilization of Computer Output Reports - RIB, Tools of Management, Functional Utilization of Computer Output Reports - AIDS and PAMS, and Legal Problems to be Confronted in FY 1975.

Four workshops, co-chaired by State Directors, will be conducted on Tuesday and Wednesday in addition to the symposiums. Each of the remaining Directors will be assigned to one of the workshops.

The workshop topics and their co-chairmen are:

Registration and Public Information

Mr. Mike Y. Hendrix,
 Georgia

Mr. Junior F. Elder,
 Kansas
Involvement of Uncompensated Personnel During Standby
 Mr. William H. McCachren,
 North Carolina
 Colonel Leonard G. Hicks,
 Oregon
Development of Policy for Uniform Travel Administration
 Mr. Henry Fleischacker,
 Iowa
 Colonel Taylor L. Davidson,
 Kentucky
Selectee Travel During Induction
 Mr. Arthur A. Holmes,
 Michigan
 Mr. Frederick W. Obitz,
 Colorado
 Thursday morning the Directors

will receive written reports from the four workshops in addition to wrap-up reports from the co-chairmen. A general discussion period including questions and answers will follow the presentations.

The closing session Thursday afternoon will feature comments by Director Pepitone on the Concept of Operations in FY 1975 and a special address by Lt. General Robert C. Taber, Principle Deputy to the Assistant Secretary of Defense, Manpower and Reserve Affairs.

A banquet, an address by Mr. Pepitone, and presentation of awards will conclude the activities of this busy week.

SYSTEM ASSISTS FEDERAL ENERGY OFFICE

The Office of Petroleum Allocation (OPA), part of the Federal Energy Office (FEO), is benefiting from the skills of five Selective Service employees.

The employees (four from national and one from D.C. Headquarters) are on 60 to 120-day furlough assignments from Selective Service to assist the newly formed OPA to become established. The office has been operating without budget for a few months pending Congressional authorization of their appropriation.

The employees were loaned to OPA in response to the request from Mr. Roy Ash, Office of Management and Budget Director, for "short-term assistance to meet the President's goals," for the mandatory Middle Distillate Fuel Allocation Program.

Mr. Ray Wisniewski, Manpower Administrator, said that Headquarters really feels the absence of the four employees since National Guard already at a minimum staffing level due to the reduced budget, and emphasized that the System is willing to do all it can to assist the



Mr. Joseph A. Christmas (left), Director for the Virgin Islands and a retired Colonel in the USAF, receives the Legion of Merit from Byron V. Pepitone, Director, for his faithful service in the United States Air Force and the Selective Service System while serving as a Colonel on active duty. Also pictured are Mr. Edmund L. Penn, Member, Appeal Board of the Virgin Islands, and Miss Ruth E. Thomas, Chairman, St. Thomas and St. John Local Board.

American people during the energy crisis.

FEO Administrator, William E. Simon, in a letter to Mr. Pepitone, expressing his appreciation for the employees detailed by the System stated: "Loss of their talents is causing temporary hardships in your organization, but their efforts are clearly contributing to the general welfare of the American people at a difficult time."

Mr. Simon further stated that FEO plans to phase in permanent personnel as quickly as possible but for at least the next 30 to 60 days they must continue to rely heavily upon the detailees.

PUBLIC HEALTH SERVICE MEDICAL CORPS SERIOUSLY AFFECTED

The end of inductions has created a serious shortage of Public Health Service doctors, according to Mr. James B. Kissinger, Deputy Director, Commissioned Personnel Operations Division of the U.S. Public Health Service.

Mr. Kissinger said that the draft had been supplying approximately two-thirds of the medical officers in the Commissioned Corps - that means approximately 1,600 doctors of the 2,500 in the Corps.

"The present shortage is approximately 300 doctors, but that figure could run as high as 600-900 doctors by July 1," he said.

To help offset this shortage, the PHS is offering scholarships to medical students which would cover tuition and fees and provide a stipend of \$600 per month for nine months to cover books and other expenses.

In return for the scholarships, the students would serve for at least two years as commissioned officers in the PHS. Their starting pay would be the same as an O-3 in the regular armed forces, or \$794.40 per month. Students may also fulfill their obligations for the scholarships while serving in a Civil Service appointment to the National Health Service Corps.

The scholarship fund of \$3 million for FY 1974 will support only 600-700 scholarships until the end of this fiscal year; however, PHS hopes for a substantial increase in funding for FY 1975.

Information on the scholarships has been provided to every medical school in the country. At this time the program is offered only to students preparing to be Doctors of Medicine or Doctors of Osteopathy, the disciplines where shortages are most prevalent.

Registration Trends Encouraging

Recently I was very pleased to have the opportunity to comment to the Comptroller General of the United States, Mr. Elmer B. Staats, concerning the success the System achieved during calendar year 1973 in registering young men who were born in 1955.

Early in 1973 the Comptroller became very concerned and he expressed to me that it was evident young men in some areas of the country were not registering, notwithstanding the requirements of the Military Selective Service Act that they do so.

It is a pleasure for me to share with you the report I made to him that the young men of the country are registering and that they are doing so in a timely fashion.

I particularly enjoyed informing Mr. Staats of the efforts made by everyone in the System. These actions made it possible for me to indicate that in calendar year 1973 the number of those who registered, when compared to the number of live male births in 1955, was as high or higher than the registration percentages of calendar years 1971 and 1972

years in which inductions were taking place.

The publicity programs developed by the State Directors to inform young men of the registration requirement have been commendable. The press releases at the state and local levels covering the requirements of the law, and the effective distribution of posters, have done much to overcome the erroneous impression created early in 1973 that there was no further requirement to register when inductions ceased. Radio, TV, and newspaper coverage, as well as information programs in high schools and colleges and the widespread presence of volunteer registrars around the nation, have all contributed to the currently improved situation. The continuation of current information programs and the development of new ones will help to assure that the high percentage of registrations will continue in 1974. We must continue to place strong emphasis on the registration reminders - each year we are striving to reach a new audience.

The three registration methods now in use in the System are

designed to make the process of registering as easy as possible for every young man.

Where a local board office exists, the simplest and most efficient method is for the young man to register with the assistance of our compensated work force.

Where, because of a reduction in the number of our offices, no local office exists, volunteer registrars have been recruited by our State Directors to assist young men in registering. At the end of 1973, there were approximately 17,000 volunteer registrars in the United States with more being appointed every day. The most favorable location, from the standpoint of the registrant, is the local high school. Many of the high schools - in some states 100% - have enabled members of the school staffs to become volunteer registrars. This situation permits young men to fulfill their obligation with a minimum of time expended.

Finally, in areas which do not have either a local board or a volunteer registrar, supplies of mail-in registration forms are available in public places. These



"mailers" are easy to read easy to use. We look forward to their aiding registrants in remote areas to register with as little difficulty as possible.

It now appears that the combination of active public information programs and varied registration methods will enable us to maintain a high percentage of registrations throughout the system by period.

With your continued help, we will be able to submit and favorably register report to Comptroller General in 1974.

Byron V. Pepitone

DEAN OF MINNESOTA REGISTRARS HONORED



Mr. Hilbert F. Hedquist (right), is presented System's award by Major John D. Abrahamson, Minnesota Deputy Director.

Mr. Hilbert F. Hedquist recently was honored by Minnesota Governor Wendell R. Anderson and by State Director Robert P. Knight for giving over 30 years of service to the young men of Marshall County.

Mr. Hedquist doesn't remember the exact date he became a registrar. "After all, he said, 30 years is a long time to remember

something like that." (A check with Minnesota Headquarters showed that he was appointed a registrar on February 8, 1941.) However, he does remember that he registered his own son in January 1943. His son later became a Navy pilot and was killed in World War II.

Mr. and Mrs. Hedquist reside in Argyle, Minnesota, which is located in the Red River Valley area about 60 miles from the Canadian border. Argyle only has a population of 900 which wouldn't in itself provide much business for Mr. Hedquist, but he registers men from the entire Marshall County area, and according to him "plans to keep right on doing so."

According to Major John D. Abrahamson, Minnesota Deputy Director, who presented the System's award to Mr. Hedquist, he has been a registrar for so long that he is an institution in the county, and 18-year-old men know that to register with Selective Service they see Mr. Hedquist.

TRAINING DEPARTMENT RECEIVES ASTD AWARD

The Training Department at National Headquarters recently received the annual Media Award from the American Society for Training and Development and the Training Officers Conference.

The ASTD/TOC sponsors an annual competition in eight different categories for the purpose of recognizing individuals and groups whose achievements in utilization of human resources deserve recognition by the training and development community of the metropolitan Washington, D.C. area. The competition for these awards is keen among Federal and local government agencies, as well as the business and industrial communities.

The department was honored for its outstanding development and use of media for human resources development activities; specifically, for its Supervisory Training Program modules.

Ms. Patricia Ciuffreda, a training specialist at National and an ASTD member, submitted the following nominations for three of the award categories: Organization Award, Selective Service System Trainee of the year, Mr. George Polansky; and Media, Supervisory Training Program modules. In addition to winning the Media Award, the System also received Honorable Mention in the other two categories.

In a letter to Ms. Ciuffreda thanking her for the nomination in the Organization Award, Trainee of the year categories, Chairmen of the Joint Award Committee of ASTD/TOC stated that there was so much valuable information in her nomination that they would like to share it with the ASTD/TOC membership and would do so either through their newsletter or at a future meeting.

Santa Cruz Local Board Bombed: RIB Aids Restoration

Local Board 59 in Santa Cruz, California, was severely damaged by a fire bomb attack last December. According to the *San Jose Mercury News*, a revolutionary group claimed the credit for the bombing, which they said was aimed at the Army Recruiting Station located on the same floor as the board.

A few years ago, a fire such as this would have caused the local board employees to spend many hours painstakingly piecing together charred bits of the registrants' files, and even then many would have been beyond recovery.

Today, thanks to RIB and the Computer Service Center, the files were reconstructed in a matter of



The fire bombed office of Local Board 59 in Santa Cruz, California.

After a letter to Director Pepitone about the incident, Mr. Carlos C. En, California State Director,

praised the RIB Reconstruction Report because it gave the local

board employees "an immediate reference to their salvaged

records" and enabled them to answer the numerous inquiries from registrants and their families.

Mrs. Gwendolyn Eaton, Executive Secretary for Local Board 59, when interviewed on local television, pointed out the wastefulness of the vain act of attempting to destroy a local board's records when in fact they are readily and easily reconstructed.

Mr. Ogden reported that another factor which contributed to the ease of reconstructing the board was the routine practice of California personnel to tighten up and compact the files in the file drawers. This filing procedure accounted for the survival of many files even though the heat was so intense that the file cabinets' aluminum handles literally melted.

Mr. Ogden suggests other states throughout the System may want to adopt this practice.

THDAY CELEBRATION IPLE PLAY



Agnes B. Greene, left, local board official of Morristown, Tennessee, assist on Metcalf "triple play." by Gary Smith, (Morristown ne.)

triplets Verell, Gerell, and Metcalf, sons of Mr. and James Metcalf, Rutledge, Tennessee, took time from their 18th birthday activities to enter with Local Board No. 34 Morristown, Tennessee. Neither Lucille S. Lea, executive tary, nor Mrs. Greene have entered triplets before.

B REVIEW

Each month, beginning in 1974, those local boards are experiencing processing s will be mailed two copies the Agenda of Processing s (RIB Report No. 146). The board will indicate on the

report what action may have been taken or will be taken in regards to the processing delay and then forward a copy of the report to the Area Supervisor, or to the State Headquarters when the local board does not have an Area Supervisor. This procedure will enable the State Headquarters to determine the status of those registrants whose reports in RIB reflect a processing delay without the necessity of contacting the local board.

It is planned that the Registrant RSN Report by SSN (RIB Report No. 150) for registrants born in 1955 will be distributed to the local boards by the Computer Service Center on March 22, 1974, two days after the lottery drawing. Local boards should receive these reports during the week of March 25, 1974. This report will aid in the assignment of random sequence numbers (RSN) to the 1955 year of birth group.

During the first part of April, local boards will be receiving the Registrant RSN Processing Record (RIB Report No. 152). This report will contain in RSN order, those registrants born in 1955 below the RSN cut-off number who are no longer entitled to Class I-H. The report has been designed so that the local board may use the report as a worksheet to reflect the registrant's current processing status.

JAMES L. DAVIS, SR., HONORED BY SYSTEM



Honorable Bill Waller (left), Governor of Mississippi, presented Brigadier General stars to retiring Mississippi State Director, James L. Davis. General Davis was honored on February 1, 1974, by more than 100 of his friends and associates, including Director Byron V. Pepitone.

James L. Davis, Sr., former Mississippi State Director, was recently honored, upon retiring, by Director Byron V. Pepitone. In honoring the dean of Selective Service, he presented to Mr. Davis a silver bowl inscribed as follows: "Presented to James L. Davis, Sr., for over 30 years of outstanding service to the Selective Service System." He also read a letter from Senator John C. Stennis.

Mr. Davis joined the Mississippi Selective Service System in 1940 and served in various capacities during the difficult years of World War II. He became State Director

in 1946 and then Director for the Mississippi Office of Selective Service Records from 1947 until leaving the System for a brief time in 1948. He rejoined the System in 1950 as Regional Field Officer and served in this position until 1964 when he was appointed State Director of Mississippi.

Completing his long and distinguished Selective Service career on January 31, 1974, Mr. Davis wrote "I will always be deeply grateful for the loyalty and cooperation of all members connected with the Selective Service System in Mississippi."

Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1968.

This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act, or any other acts of Congress.

Communications should be addressed to: Registrant Information Section, National Headquarters, Selective Service System, 1724 F Street, N.W. Washington, D.C. 20435. Price 25 cents (single copy). Subscription price: \$2.00 per year; 50 cents additional for foreign mailing.

MSSA "Philosophy" of District Judge

United States District Judge, Edward Dumbauld, serving in the Western District of Pennsylvania recently had an affidavit of bias, duly certified by counsel, filed against him by a defendant charged with failure to undergo an examination directed by his draft board.

We offer here some extracts from his opinion written in response to the affidavit of bias: "If the measures of Congress to provide for protection of the nation could be nullified by a universal unwillingness to serve in the armed forces, the consequences would be disastrous and intolerable. Fortunately, there has not occurred a 100% simultaneous refusal to serve on the part of all draftees.

"If, then, draft cases are serious, and not merely youthful

peccadilloes (like Yale students stealing a street car to celebrate a football victory), the punishment should accordingly be proportioned to the crime.

"I am compelled to conclude that those who do serve their country in the armed forces are performing praiseworthy and laudable actions, and that we must consider them as deserving the praise and respect of the nation whom they are serving, and accordingly we must recognize that they do and in fact are exercising a type of activity which deprives them of their customary freedom of choice, and of activity, and that they are subjected to a diminution of their liberty, they are also subjected to hardships, perils, and dangers.

"In order to effectuate the Congressional purpose of exer-

cising the war power by providing for induction of citizens into the armed forces, it is essential to ensure that the lot of one who chooses to evade his civic and legal obligation to serve is not more pleasant, favorable, and advantageous than the lot of one who chooses to perform his obligation.

"The patriotic youth who responds to the call of his country and complies with the laws enacted by Congress must at the risk of his life and limb give up certain rights and liberties for a period of two years.

"In this case it appears that the defendant deliberately failed to exhaust his remedies under the Selective Service System; he did write these comments in bad taste to the secretary, and in fact I really think that probably five years would be justified in this

case, but I will follow the custom and therefore it is sentence and judgment of court that the defendant pay costs of prosecution and be committed to the custody of Attorney General of the United States or his duly authorized deputies, for confinement in penal type institution for a period of four years."

Administrative Office of United States Courts' figures reflect convictions in FY 1973 and convictions for the first half of 1974 resulting from violation of the Military Selective Service Act. Of those convicted in FY 1974 only 260 were incarcerated. It would appear that most judges do not embrace Judge Dumbauld's philosophy and are more prone to put the convicted violator on probation.

Dr. Tarr Named to Panel

Dr. Curtis W. Tarr, former Director of the Selective Service System, has been selected by Senator Hugh Scott (R-Pa.) for appointment to the new Defense Manpower Commission. The Defense Manpower Commission, created by the FY-1974 Defense Authorization Act (93-155) to make a major two-year review of military manpower requirements and policies, will consist of seven members.

Burns Bennett Dies

Colonel Herman Burns Bennett (USAR-Ret.) died January 20 at the age of 60.

Mr. Bennett, longtime columnist, worked on newspapers in Arkansas, Louisiana, Texas, and New Mexico, and was for some 8 years manager of the Montgomery office of United Press.

In 1951 Alabama's Governor Gordon Persons appointed Mr. Bennett state director of publicity and information. He also was the Governor's press secretary.

He was called to active duty for assignment to Alabama State Headquarters in March 1954 and served in several key positions during his long tenure there. He left the System early in 1973.

Mr. Bennett gave unstintingly of his time, serving in many ways the community of Montgomery, Alabama.

A GOOD SUGGESTION - THANK YOU, DOCTOR!

Every day, hundreds of people in Dallas, Texas, see the registration-reminder poster displayed by Dr. Leonard Schecter, member of Local Board No. 28, in his ground floor office window. He suggests other board members around the country place posters in their windows.

High School Seniors Are Maryland Registrars

Colonel Jack D. Kaufman, Maryland State Director, reports that Area Office No. 3 in Rockville, has recently recruited two of their eighteen (18) year old registrants to act as registrars in their own high school, Walter Johnson High School in Bethesda. Mr. Timothy T. Hite and Mr. Jonathan Abraham, both seniors, will register their fellow students right in the school during the regular school day.

Mr. Hite is active in sports and has participated in both varsity and junior varsity football and basketball.

Mr. Abraham is a pilot and a Second Lieutenant in the Civil Air Patrol. He is active in student government at Walter Johnson and plans to attend Emory Riddle University, majoring in aeronautical engineering.

Millions Read "News You Can Use"

The U.S. News and World Report, February 11, 1974, gave the Selective Service System great news coverage on our mail-in registration program as well as general information on the requirement to register. This excellent article appeared in the column, "NEWS You Can Use In Your Personal Planning."

For many young men, their parents, and friends the message should have a personal meaning.

Remarkable Registrars Are Tops in Minnesota

Colonel Robert P. Knight, Minnesota State Director, credited his nearly 600 registrars with 5,480 registrations or 65 percent of those registered during the last quarter of 1973. This superior effort pushed the total registrations in 1973 to an all-time high for Minnesota.

Maryland Honored by CFC

The Combined Federal Campaign of Central Maryland recently honored the Maryland Selective Service System by presenting it the Award for Outstanding Achievement at a meeting of the Baltimore Federal Executive Board.

The award was presented State Director Jack D. Kaufman and noted that the State System had reached 118 percent of goal, even though the dollar objective was 50 percent higher than that of 1972, and the personnel strength was 50 percent lower.

Take Time

*Take time to WORK
it is the Price of Success*

*Take time to THINK
it is the Source of Power*

*Take time to PLAY
it is the Secret of Perpetual Youth*

*Take time to READ
it is the Fountain of Wisdom*

*Take time to WORSHIP
it is the Highway to Reverence*

*Take time to be FRIENDLY
it is the Road to Happiness*

*Take time to LAUGH
it is the Music of the Soul*

*Take time to DREAM
it is Hitching your Wagon to a Star*

Take time to LIVE.

The author of this good advice is unknown. "Take Time" published here through courtesy of Kentucky State Headquarters.

April 1974 issue is missing and unavailable.

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Selective Service NEWS

TRAINING MODULES PREPARED FOR RPM

Separate Training Modules for each chapter of the RPM, consisting of narrative and slide presentation, are now in the final stages of preparation.

Reserve Units from Seattle, Washington; Phoenix, Arizona; Lexington, Kentucky; Sacramento, California; Portland, Oregon; and Lansing, Michigan, prepared the original draft scripts for each chapter.

A representative from each unit spent 2 weeks with the Operations Division at National Headquarters and utilized the on-the-job training concept outlining National Headquarters philosophy and methods in preparing the scripts. The representatives were given the opportunity to outline chapters for which they were assigned and returned to their units with a better understanding of developing the finished module scripts.

The scripts of the various chapters were programmed over several months to enable National Headquarters to edit the presentation. Edited scripts are completed and have been placed in the hands of the Training Division for art and recording. The first rule, Chapters 600 and 601, will reach the field shortly.

The outstanding work accomplished by the units on this project has saved National Headquarters many manhours and will provide a uniform training program for all personnel of the system. Continued utilization of Reserve Units is planned wherever practicable.



SYSTEM PERSONNEL "SHARE A COMMON BOND"

Lieutenant Colonel William H. Lenney (left), Manager of Headquarters Support Branch; Mr. Emanuel M. Kline (right), Assistant to the Director of Selective Service; and Secretary of Agriculture Earl L. Butz (center), Federal Chairman of the 1974 U.S. Savings Bond Drive, pause during a recent luncheon held for bond sales directors at the Army and Navy Club in Washington, D.C. Mr. Butz introduced this year's theme, "Share A Common Bond," as one that will remind Americans of our common heritage, and one which will help promote the new and higher 6 percent interest rate voted by Congress last December. On January 1, 1974, the Selective Service System had achieved an 85.5 percent participation throughout the country. This high score put the System on the U.S. Savings Bond Honor Roll. Colonel Lenney is the System's Bond Officer for this year's campaign which is being held from May 6 to May 30, 1974.

DOD DROPS CODES ON DISCHARGE DOCUMENTS

The Department of Defense has recently announced the discontinuance of the practice of placing codes on discharge documents provided to service members. These codes were used to describe the reason and authority for a member's discharge and his reenlistment eligibility.

The Department has determined that the use of these codes is a potentially contributing factor in undesirable discrimination against an individual by prospective employers or other persons in civilian life. Undesirable discrimination was not intended nor desired, whatever the circumstances of an individual's separation from active duty. Each individual will continue to have access to his reason for discharge and reenlistment eligibility, if he wishes to obtain this information.

For the deserving individual, discharge documents contain valuable information when he seeks

veterans' benefits, civilian employment, or reenlistment. The purpose of this change is to insure that information on the document is readily explainable with a minimum of difficulty. The military services will continue the long-standing practice of separation counseling. The specific reason for discharge is thoroughly explained to each service member prior to his separation from active duty.

In addition to the discontinuance of these codes from the individual's copy of discharge documents, provisions are being made for the deletion of this information in the cases of former service members who wish this information to be deleted. In these instances, a new copy of the original form will be provided with these codes deleted. Also, as was previously available on the request of a former service member, a narrative description of the reason for discharge will be provided. These procedures are being finalized and the respective military services should be ready to process requests by May 1, 1974. Personnel offices at military posts, bases, and stations will have the appropriate instructions at that time.

PERSONNEL CHANGES AT NATIONAL HEADQUARTERS

Mr. Emanuel M. Kline (formerly Manager of the Administrative Services Division) has been named Assistant to the Director of the Selective Service System.

Mr. Kline, who is from Freehold, Pennsylvania, received his B.S. degree from Pennsylvania State University in 1934.

He has been associated with National Headquarters since 1967. He was general manager of the Middlesex Supply Company from 1959 to 1967 and Comptroller of that firm from 1957 to 1959. For the 6 years prior to 1957 he was civilian general manager of New England activities of the Army and Air Force Exchange Service with headquarters at Fort Devens.

From 1937 to 1951 Mr. Kline was on extended active duty with the Civilian Conservation Corps and from 1941 to 1946 served in the European Theater of Operations.

He and his wife, Marjorie, live in Silver Spring, Maryland. They have one son, Roger, who is a Research Fellow at Cornell University.

Colonel David C. Rogers (formerly Manager of the Management Evaluation Group) has been appointed Manager of the Administrative Services Division replacing Mr. Kline.

Colonel Rogers received a B.S. degree in business economics from Clemson College, South Carolina, and an L.L.B. degree from Atlanta Law School.

He came to National Headquarters in August 1970. Prior to this appointment he had worked since 1951 with Lockheed Aircraft Corporation in Marietta, Georgia.

Colonel Rogers served on active duty with the U.S. Army from June 1942 to July 1946. He was an executive with Sears Roebuck and Company from May 1946 to December 1947 and personnel manager for the Coats and Clark Thread Company in Albany, Georgia, from January 1948 to September 1951. He and his wife have three children.

The Office of the Management Evaluation Group was abolished in the reorganization.

WANTED: NEWS

I held this space for your news item. But it didn't arrive!

Next time please send your story to:

Operations Division
National Headquarters
Attention: OORS

call Tel: (202) 343-7154

Events in Perspective

During the month and a half which was consumed by my recent surgical experience and recovery therefrom, I have missed participating in three major activities in which my interest is great. They have been: (1) the Congressional (House of Representatives) hearings on amnesty (March 7-8), (2) the State Directors' conference in San Antonio (March 10-14), and (3) the 1974 lottery on March 20 for registrants born in 1955.

As a means of emphasizing the importance I believe these events hold for the Selective Service System in the forthcoming fiscal year, I thought I might attempt to place them in perspective, primarily for our uncompensated members but for our compensated members as well.

On March 7, 8 and 13, Congressman Kastenmeier of Wisconsin, in his role as Chairman of the Subcommittee on Courts, Civil Liberties and the Administration of Justice of the Committee on the Judiciary of the House of Representatives, held a three-day hearing on the subject of amnesty. Considered during these three days were eight legislative proposals now before the House of Representatives on the subject of amnesty. The testimony for the

Selective Service System was ably presented by Mr. Walter H. Morse, our General Counsel. Mr. Morse expressed for the System the view that amnesty is not called for as a matter of justice or equity and in fact would be a mistake should inductions ever have to be reinstituted. Personally, I view the present talk and proposals for amnesty to be receiving publicity and attention far in excess of that which is deserved. The numbers of persons alleged by some to be eligible for or deserving of amnesty are grossly overstated. The statements of historical precedent are also being stated in a misleading manner, since only twice in our history has amnesty been granted to draft evaders. In regard to the latter point, it should be noted that after World Wars I and II there was *no* blanket or general amnesty. The fact is that President Truman, in 1947, pardoned less than ten percent of the 15,806 who had been convicted as draft evaders. Also, after the Korean war, hardly a popular conflict, there was *not* amnesty for draft evaders or deserters. Strangely enough, over twenty years after Korea, no one has raised the subject yet. I think Congressman Kastenmeier was

right when, after the hearings concluded, he summarized the present situation as follows: "Rather than, of course, an end, this is a sort of a beginning, a re-look at an old question."

The assembly for four days in San Antonio of the State Directors, in order that the planning for fiscal year 1975 could be thoroughly discussed and understood by all, was a most worthwhile endeavor. I regret not being present personally, but know now, after the fact, from what I hear, read and see as the actions to move into the fiscal year 1975 posture begin to become identifiable, that the conference was a success and that the System is pursuing national goals in keeping with the requirements of the law and the original concepts under which the President approved the all-volunteer military establishment; e.g., with a functioning and mobile standby system for the conscription of military manpower should an emergency dictate such action.

Last, but certainly not the least, I missed participating in the lottery which assigned random sequence numbers to registrants who were born in 1955. This was a unique and historical lottery --



the first in our nation's history while we were at peace with authority to conscript manpower for the armed services of our country. The fact that the year-of-birth registrants perform the act of registration during 1973, a year in which no one is inducted, in sufficient number and in a timely fashion is evident that our proposals for registration in time of zero draft, as required by the Military Selective Service Act, are working and are reasonable. That they are efficient and well, can be proved by the reduced level of expenditure for the System in fiscal year 1974 compared with the two preceding fiscal years. The credit belongs to the State Headquarters staffs, I know they wish to share it with those who voluntarily assist in the registration process and who wish to insure that no young man unwittingly, through ignorance of a requirement to register, breaks the law.

Through these happenings it has been pleasant to hear of and know that the members of the System continue to provide service to registrants required to maintain the System in a standby role, capable of immediate response if required, as is required by the law and as envisaged by study which supported the volunteer experiment, soon reach the end of its first year.

Byron V. Pepit

NEW LAW

The President signed the Fair Labor Standards Amendments of 1974 into law on April 8, 1974, (Public Law 93-259). These Amendments now bring Federal employees under the provisions of the Fair Labor Standards Act (FLSA).

The FLSA requires payment for overtime (for hours in excess of 40 in a work week). Compensatory time off for overtime will no longer be appropriate for those employees who are not supervisors or in managerial, professional, or administrative positions.

Selective Service System policy is that no employee will work overtime without the specific prior knowledge and approval of the supervisor authorized to approve overtime. Every employee in the System will be instructed by their supervisors of this policy, and a written instruction to this effect will be posted in every Area Office, State Headquarters, Service Center, and National Headquarters.

Tips For Saving Energy During Your Vacation.

- Vacation at home this year. Discover the nearby attractions which tourists visiting your area are eager to see.
- When you must travel, use train or bus, if feasible, instead of the family car, and try to limit your stay to one place instead of several.
- A nearby area can often provide as complete and happy a change from routine as one that is hundreds of miles away.
- Take a bicycle trip with the family.
- Discover the pleasure of walking or hiking in the country.



MARYLAND STATE HEADQUARTERS HONORS COLONEL ALLAN JACKSON LAMB

Colonel Jack D. Kaufman, Maryland State Director (left), presents the Selective Service System Meritorious Service Award to Colonel Allan Jackson Lamb (USA-Ret.), in recognition of his long and devoted service in the Maryland System. Colonel Lamb entered on active duty in September 1940 as a Second Lieutenant in the State Headquarters, and served as a Colonel until he retired in January 1967. But after that, he continued to volunteer his services until leaving recently.

CORRECTION

Registrations of 1955 YOB show as 1,917,647 in the April "New" should have read 1,715,091. We sorry.



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1. John D. Dewhurst, Deputy Director of the Selective Service System, opens the conference with initial remarks.
2. Conferees look for this "high" sign which marks the mission room, the center of the 4-day conference.
3. Audience listens attentively as keynote speaker makes his address.
4. Mrs. Lena D. Handler of Area Office No. 4 in Cleveland, Ohio, receives an engraved plaque and citation certificate which reflects her achievement as Class I Outstanding Area Office Manager of the Year. Ohio State Director Paul A. Corey (left) and Deputy Director John D. Dewhurst make the presentation.
5. Colonel Taylor L. Davidson, Kentucky State Director, receives an inscribed plaque reading "with grateful appreciation for outstanding service as a member of the Selective Service System National Policy Committee from April 8, 1969, to October 29, 1973."
6. Workshop details are being attended to by (left to right) Colonel Taylor L. Davidson, Kentucky State Director; Henry J. Fleischacker, Iowa State Director; and John W. Brokaw, New York State Director.



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7. Mrs. Patty F. Germany is recipient of the Class II Outstanding Area office Manager award. She is from Area Site No. 2 in Baton Rouge, Louisiana. State Director Thomas Bonner and Mrs. Germany exhibit her awards.
8. Deputy Director of the Selective Service System John D. Dewhurst (far left) swears in Mississippi State Director Harold R. White (second from left). Looking on are (far right) William P. Bittenbender, New Hampshire State Director, and Leslie M. "Jake" Greiner (second from right), Missouri State Director.
9. Huddled together in conference are (left to right) Junior F. Elder, Kansas State Director; Mike Y. Hendrix, Georgia State Director; Paul A. Corey, Ohio State Director; Victor Bynoe, Massachusetts State Director; Glenn R. Bowles, Operations Division Manager in National Headquarters; and Colonel Jack D. Kaufmann, Maryland State Director.
10. Mr. Glenn R. Bowles, Operations Division Manager, speaks before a selected group.
11. Lieutenant General Robert C. Taber, Principal Deputy Assistant Secretary of Defense (Manpower and Reserve Affairs), addresses the assembled group on "The Future of the All Volunteer Armed Forces."



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RIB REVIEW

In the near future State Headquarters will begin receiving RIB Report No. 164, the Classification Summary by Year Group, for each local board. RIB Report No. 264, a State summary of the above, has been distributed to State Headquarters during the last several months, and it has proven helpful as a statistical report.

RIB Report No. 164 shows by local board the number of registrants in each classification by year of birth. The total number of registrants in the local board by year of birth is also included as are the number of canceled registrants. The report will be prepared quarterly in two copies for each local board and mailed to State Headquarters.

RIB Report No. 182, Report of Medical Specialists, has been distributed to the local boards. Some corrections were necessary particularly in regards to PSG-M and the Termination Date of the PSG-M; however, there were very few.

The Priority Selection Group-Medical of the medical specialists will be "aged" in the RIB System each year when the Termination Date is reached. Also, those medical specialists who attained the age of 35 will be deleted from the RIB System. These two actions will be accomplished automatically without action by the local board.

RIB Report Guide No. 104, Error List, has been updated to include refinements of checks accomplished by the OCR Scanner. The guide now includes comments regarding any errors detected by the OCR.

Most local boards have pretty well completed the reclassification of registrants born in 1955 with RSN's below 96 from Class 1-H. Few problems were noted on the SSS Forms 7 prepared by the local boards.

BACK PAY

Recent information reflects that Selective Service personnel employed during October through December 1972 are due a retroactive pay raise of 5.14 percent. Because of the complexities involved in the payment of this raise, our payroll office is awaiting further guidance. Current or former employees due this payment are cautioned that it may be several months before checks are actually issued.



GOOD EXPOSURE IN CALIFORNIA

Mrs. Jacquie Chinn, an employee at Area Office No. 43 in Santa Ana, California, taped one of the System's registration posters onto her automobile window to gain a wider public exposure for the national registration campaign. Many people have noticed and commented on the poster as a result of her informal advertising campaign on wheels which covers 30 miles a day round trip. Mrs. Chinn believes the recent upswing in registrations in her area is directly related to her "reminder on wheels."

Driving Pool Conserves Energy

Ms. Dorothy M. Lynn, supervisor of the Livonia, Michigan, area office, reports excellent results from a driving pool formed by the personnel of her office. She advised that girls from the Livonia area office are saving more than 10 gallons of gasoline per week in response to the President's request for the conservation of fuel.

Ms. Eleanor Everett, assistant secretary, picks up Ms. Mary Thomas and Ms. Ruth Kilian each day on her way to and from work. Previously all three drove their cars each day from different communities in the Wayne County metropolitan area. The ladies have found that not only are they conserving energy but they are cutting down on their own travel costs and having a pleasant time traveling together.

Dearborn Mayor Is Registrar

Many local boards have persuaded public officials to serve as volunteer registrars but Jacob P. Asma, supervisor of Michigan's Allen Park area office, decided he might just as well start at the top.

Orville L. Hubbard, Mayor of Dearborn with a population in excess of 100,000, was signed up by Mr. Asma in February. Mayor Hubbard has achieved national prominence, having served continuously as major of his community since 1942.

Just to make sure that "His Honor" will not be swamped with registration duties, the area supervisor also arranged for the appointment of three additional volunteer registrars - Mr. William D. Barnwell, Ms. Theresa H. George, and Ms. Barbara E. Rainero, employees in the veterans counseling center.

Michigan now has 823 volunteer registrars. The January registration of 9,742 young men was the highest monthly registration total in recent years.

Radio And Tapes Tell Story

Lieutenant Colonel Homer F. Holcomb, a Reservist in the System Reserve Unit in Roanoke, Virginia, has recently developed radio and television tapes to help publicize the requirement for young men to register.

Through the efforts of Colonel Holcomb (known professionally as Lee Garrett), the News Director for WSL-TV in Roanoke, 10 radio tapes have been produced and released to various television stations throughout Virginia.

Additionally, he has produced four 30-second spot announcements on radio tape. With help from Colonel John C. Osborn, the Roanoke unit commander and a faculty member of Virginia Polytechnic Institute and State University, the radio tapes, each with four 30-second announcements, were reproduced and sent to 112 radio stations.

Former Director Dies In Kansas

Lieutenant General Joe Nickell, Kansas State Director for 18 years (May 1951 through August 1969), died recently in Topeka, Kansas, at the age of 77. He was Adjutant General for Kansas for 21 years.

Governor Robert Docking stated, "General Nickell did more for the Kansas National Guard than any other single man in the State's history. Because of his superb leadership, his dedication to the nation's defense, and his commitment to the State's citizens, the Kansas National Guard is one of the best and most highly respected National Guard Forces in the world."

OHIO YMCA'S HELPS

With the assistance of Andrew C. Brethauer, Regional Association Great Lakes Region, National YMCA Council, 44 YMCA chapters throughout Ohio now register 18-year-old men. In addition, the other YMCA's unable to provide volunteer registrars agreed to prominently display the Selective Service System's posters regarding the requirement for men to register.

OHIO SYSTEM HAS ENERGY SAVINGS CONTEST

The Selective Service System in Ohio conducted a "Super Energy Savings" contest in conjunction with the "Letter to All State Directors" No. 510.28. The contest, under the auspices of the Ohio Incentive Awards Committee was limited to practical energy savings suggestions that could be utilized in all Federal building operations.

Of the many suggestions submitted, the following emerged as winners:

1st Prize - Mrs. Ellen Blackwell (Columbus)

Plaque and Certificate
Her suggestion was to shut down Ohio sites on a rotating basis for sites' vacation periods to save energy.

2nd Prize - Site 13 Staff (Columbus)

Plaque and Certificate
Site 13's suggestion was to develop energy savings posters for all Selective Service offices throughout the State.

3rd Prize - Mrs. Myrtle Smith (Anton)

Certificate and Necklace
She suggested a 4-day work week for all 20 sites in the State to save energy.

All these suggestions, according to State Director Paul Corey, are acceptable to the whole System. They have been forwarded to the National Incentive Awards Committee at National Headquarters for consideration. He presented the awards at a "Dutch Treat" dinner on March 19 in Columbus.

Locke Leaves System

Mr. Edward W. Locke, Executive Assistant to the Director, has left the Selective Service System and joined the ACTION Agency in Washington, D.C.

Since February 1, 1971, he has served in a number of positions. Mr. Locke was in Manpower Planning. He later originated the Operations Analysis Office in the Operations Division and served in the Management Evaluation Group.

As newly appointed Deputy Associate Director for ACTION, he will be responsible for all domestic programs, such as ISTA, throughout the country.



TEXAS STATE DIRECTOR PRESENTS AWARD

Colonel Melvin N. Glantz, Texas State Director (left), recently presented the Selective Service System Bronze Metal for Meritorious Service to Major General Thomas S. Bishop, Adjutant General for Texas, who authorized the appointment of National Guard personnel as uncompensated registrars for Selective Service. There are now approximately 200 National Guard full-time employees who are serving as volunteer registrars in every National Guard Army in Texas.

LOCAL BOARD 100 REGISTRATIONS CONTINUE

Local Board 100 (Foreign) is one of a kind and the only local board where all registrants must be U.S. citizens in order to register. It is possible that they may be dual nationals or triple nationals, but one of their nationalities must be that of a U.S. citizen. These young men who reach their 18th birthday while living abroad must register at the U.S. Embassy or Consulate serving their particular area. If the registrant does not list a continental U.S. address, he is assigned to Local Board 100 (Foreign). If he does list a continental U.S. address, his registration is forwarded to the State Headquarters concerned.

Registrations in Local Board 100 (Foreign) seem to match the reduction in U.S. commitments overseas. A recent survey of Local Board 100 (Foreign) registrants for the YOB 1953 through 1955 show a continuing drop in registrations. In addition to a cut in armed forces personnel and civilian agencies overseas, it is quite probable that more dependents overseas are listing a continental U.S. address, thereby reducing Local Board 100 (Foreign) registrations. The reduction in student travel overseas apparently also has some effect.

Registrants assigned to Local Board 100 (Foreign) who return to the United States as a place of

Vermont Selective Service Helps New Energy Office

The Vermont Selective Service came to the rescue of the Federal Energy Office early this year when FEO began operations without a budget.

Colonel David C. Pinkham, State Director, loaned the services of Mrs. Norma H. Raymond, Executive Secretary of five local boards, to the newly formed office on a 60-day basis to successfully establish FEO's Montpelier headquarters.

The loan of Mrs. Raymond would not have been possible without the willingness and cooperation of Mrs. June A. Pitonyak, Local Board Technician, who assumed Mrs. Raymond's responsibility of the operation of the five local boards.

Colonel Pinkham said that both Mrs. Raymond and Mrs. Pitonyak rendered an outstanding service in their assigned duties and were responsible for the successful operations of both Federal offices for the 60-day period.

residence are transferred to the local board having jurisdiction over their place of residence through the appropriate State Headquarters. This is the only local board provided for in the regulations which is required to transfer a registration to a new local board upon receipt of a permanent change of address to the continental U.S. The new local board then becomes his permanent local board. Subsequent changes of address do not affect this permanent local board of record.

All registrants of Local Board 100 (Foreign) incur the same liability as registrants in other local boards and the fact that they may be residing in a foreign country, or whether or not they have entered the U.S., has no effect on their liability and obligations as American citizens. (Certain dual nationals are however, exempt from training and service, not registration).

Enlistments into the armed forces by registrants from Local Board 100 (Foreign) has always been and continues to be considerably higher than a combination of local boards having two or three



GOVERNOR OF KENTUCKY HONORS STATE DIRECTOR

Governor Wendell H. Ford of Kentucky (right), pins the Legion of Merit on Colonel Taylor L. Davidson, Kentucky State Director. At the same ceremony State Director Davidson received a 30-year Military Faithful Service plaque from Major General Richard Frymire, State Adjutant General. Mr. John Dewhurst, Deputy Director, represented Mr. Pepitone at the ceremony held in the Governor's office.

MICHIGAN PLACES FIRST IN EEO

For the second year in a row, Michigan has won the first place State Equal Employment Opportunity Award for excellence in furthering the System's goal of equality for all of its employees. The award was accepted by the Michigan State Director Arthur Holmes at the recent State Directors Conference in San Antonio.

Although there were no second or third place State winners, special recognition was given to the States of Maryland, Ohio, and New Jersey for their continued support of the EEO program in Selective Service.

times the registration of this local board. It is assumed that this high percentage in the past can be attributed to the fact that a considerable number of registrants were dependents of military personnel serving overseas. Another contributing factor is that a number of dual nationals, who were born overseas and are claiming U.S. citizenship because one parent is American, find that the pay scale for the U.S. military forces often exceeds the low salaries (by U.S. standards) they can command in many foreign lands.

Local Board 100 (Foreign) seems to have a certain mystery and intrigue; however, you should now realize that the board is really no different than any other local board in the processing of registrants.

QUESTIONS AND ANSWERS ON U.S. SAVINGS BONDS

DOCUMENTS DEPARTMENT

MAR 24 1976

FAN FRANKLIN
PUBLIC



The yield on Series E and H Bonds is improved, retroactive to December 1, 1973.

Q. What Savings Bonds are affected by the new 6 percent rate?

A. All Series E and H Savings Bonds—both new and outstanding issues.

Q. How is interest paid on the Bonds?

A. Series E Bonds are accrual-type securities, sold at 75 percent of face value. Interest is paid by gradual increase in redemption value. E Bonds now mature in 5 years; older E Bonds had various original maturity lengths, ranging from 5 years and 10 months, to 10 years. Series H Bonds are current-income securities, sold at par (face) value. Interest is paid by semiannual checks issued by the Treasury. H Bonds mature in 10 years.

Q. What about the higher interest rate?

A. Series E Bonds now on sale return 6 percent interest, compounded semiannually, when held to maturity of 5 years. They earn 4-1/2 percent the first year; thereafter, interest will increase on a graduated scale, raising the yield to 6 percent, from issue date to maturity.

Series H Bonds now on sale also return 6 percent, when held to maturity of 10 years. They can earn 5 percent the first year, 5.80 percent the next 4 years, and 6 1/2 percent the second 5 years -- raising the rate to an average of 6 percent for the 10-year period.

Q. What about my older E and H Bonds? Will they also pay more, or should I cash them in and buy new Bonds?

A. Older E and H Bonds have also had their yields improved, so there would be no advantage in redeeming your present holdings to buy new Bonds. Here's how older Bonds are affected by the higher rate:

SERIES E BONDS—

*All outstanding Bonds will receive a 1/2 percent increase in yield for semiannual interest periods, beginning on or after December 1, 1973, payable upon redemption.

SERIES H BONDS—

*All outstanding Bonds will receive a 1/2 percent increase in yield for semiannual interest periods, beginning on or after December 1, 1973, payable in the form of increased semiannual interest payments.

Q. Is there any limit on the amount of Savings Bonds one may buy?

A. Yes. Effective January 1, 1974, the annual limit on Series E Bonds is \$10,000, face amount (\$7,500, issue price); the yearly limit on H Bonds is \$10,000, face amount.

Q. Are outstanding "Freedom Shares" also affected by the new rate?

A. Yes. All outstanding "Freedom Shares" will receive a 1/2 percent increase in yield for semiannual interest periods, beginning on or after December 1, 1973, payable upon redemption.



Selective

Service NEWS

MAY 1974

NATIONAL HEADQUARTERS

SELECTIVE SERVICE SYSTEM

1724 F STREET, N. W.

WASHINGTON, D. C. 20435

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
SELECTIVE SERVICE SYSTEM



DOCUMENTS DEPARTMENT

MAR 24 1976

FAN FRANKLIN
PUBLIC

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This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act, or any other acts of Congress.

Communications should be addressed to: Registrant Information Section, National Headquarters, Selective Service System, 1724 F. Street, N.W., Washington, D.C. 20435. Price 25 cents (single copy). Subscription price: \$2.00 per year; 50 cents additional for foreign mailing.



Selective Service NEWS

A Year of Restraint and Redirection

MAR 24 1975

1974-A YEAR OF CHANGES

In the current fiscal year, 1974, there has been another year of extensive reorganization and redirection for the Selective Service System. With the expiration of the induction authority on July 1, 1973, the System entered into a standby program of registrant processing activity while the budget limitations of dollars and compensated personnel ceilings resulted in an increased activity in administrative functions.

To live within a reduced budget and a restricted personnel ceiling, the System still must maintain a viable System to meet the challenge which the System had to cope with. In this standby posture Selective Service is charged with the task of registering every person who is required by law to register, have a card issued annually, and administratively process registrants in sufficient numbers to provide a pool of readily available manpower. This readily available pool could be used to supplement the armed forces' initial manpower requirements in the event an emergency developed which would require the System to furnish inductees to augment the All-Volunteer program. Selective Service is accomplishing this standby processing of registrants during FY 1974.

In the original planning concept for Selective Service, the objective was to reduce the System's personnel strength to a 1973 year end level of 4,340. Concurrently, there was to be a reduction to 925 area offices by the end of 1973. However, Congress reduced the authorized funds and the System is required to accelerate the reduction-in-force.

The realignment of local boards and our collocation effort was stepped up from December 15 to September 15, 1973. The number of collocated sites at which Selective Service employees worked has

been reduced from approximately 1,730 on July 1, 1973, to 952 as of April 1, 1974.

The System instituted very tight controls on all new hires or personnel replacements hoping that normal attrition would decrease payroll costs even more. Selective Service compensated personnel numbered 5,742 on July 1, 1973 and as of May 4, 1974, the total was 3,558.

In addition, on July 5, 1973, there began a 3-month postponement of expenditure of any monies for travel and two-week active duty training tours or National Guard and Reserve officers of the System. This resulted in substantial savings to Selective Service.

In July 1973, the System closed the regional service center in Fort Worth and in August closed another in Chicago. The functions of these two centers were redistributed to the remaining four centers, with additional reductions in personnel authorizations at the other locations.

PERSONNEL

Between July and September the positions of Administrative Division Manager and Inspection Services Manager in each State Headquarters were abolished, as well as the 35 full-time inspector positions and some administrative support positions. Many of the functions of these positions were eliminated, or centralized and the balance were redistributed among the remaining work force. Significantly, the two positions of Assistant Deputy Director of National Headquarters were abolished as of July 1, 1973.

However, 1,646 promotions were authorized by the National Headquarters for the remaining work force of the System where an evaluation showed personnel had assumed substantial additional responsibilities.

The System has operated for the last 6 months under stringent controls on travel. The use of

many government vehicles was canceled even before the energy crises made such action more imperative. In July 1973 Selective Service had 365 government vehicles—today it has only 141, and their use is strictly controlled.

Operating expenses have been held to a minimum. Only essential mission travel was approved; minimal supplies were purchased and a moratorium was placed on new equipment acquisitions. Measures have also been taken to reduce expenditures in telecommunications and postage costs.

BUDGET

With all the foregoing reductions, it was still necessary to request a supplemental FY 1974 budget of \$2 million for the remainder of the fiscal year.

For the forthcoming fiscal year, the budget the President has sent to Congress requires that the Selective Service System achieve further economies in its operation.

This essentially entails a reduction from the previously-mentioned personnel and administrative site levels to 2,500 employees and approximately 630 area offices. The plan is to provide maximum efficiency and economy while continuing to satisfy the requirements of the Military Selective Service Act that the System remain intact as "an active standby organization."

This budget request totals \$47,163,000.

After adjusting the FY 1974 appropriation and supplemental request upward by the cost of \$9.4 million for space rental costs paid by GSA, the total Federal funds supporting the Selective Service System in FY 1974 are \$63,160,000. This is the figure which is appropriate to, compare to our FY 1975 request of \$47,163,000, indicating a total reduction of Federal funds of \$16 million or 25 percent.

In continuing the planned collocations, each action was designed to provide the maximum con-

venience to registrants consistent with available personnel and local circumstances. Continued emphasis has been placed on the uncompensated registrar and advisor to registrants programs. These programs are for the convenience of young men who reside in areas which are not served by a local board site and who must register or who have questions about Selective Service.

Each State Director has the responsibility for the development of his detailed collocation plan and he must obtain the required approval of the proposed action by the Governor of his State. This procedure has been followed without exception. We have been most gratified with the continued cooperation and understanding of the Governors of every State.

(con't page 3, column 1)

NEW DIRECTOR IN ARKANSAS



Lieutenant Colonel Middleton P. Ray, Arkansas State Director

Lieutenant Colonel Middleton P. Ray, former Acting State Director for the Arkansas Selective Service System, has been appointed the new State Director.

Graduating from Little Rock Senior High School in 1950, Colonel Ray majored in pre-law at the University of Oklahoma in Norman from September 1950 to June 1952. He continued his undergraduate studies at the University of Arkansas in Fayetteville and received his B.A. degree in June 1954, and in 1958, he obtained his LL.B. degree.

(con't page 3, column 3)

Employees - A Valuable Resource

The employees of Selective Service, more than most people realize, are our most valuable resource. Notwithstanding this fact, we are, due to reduced workload and a further reduced budget, now in the midst of another major reduction in force and the System will again suffer the loss of many of our dedicated compensated employees.

Approximately 3 years ago, all of our personnel management policies were reviewed. It was recognized that major personnel reductions were in prospect as the Vietnam War phased out and it appeared the authority to induct would be terminated. We also recognized that by any yardstick our local board employees were undergraded (the System had the lowest average grade in Government). In addition, we were aware that our local board employees were under a handicap by virtue of not being included in the General Schedule for Civil Service employees. As a result, several goals were established to correct the deficiencies prevalent in the System.

Almost 2 years ago, to attain our first goal, we developed new job standards which raised the

grade levels of our executive secretaries to the SG-6 and SG-7 levels, and corresponding grade increases for local board technicians and other local board clerical personnel were provided. A career progression pattern was established for all local board employees.

It was also apparent that local board employees should have the same rights and benefits accorded Federal employees under the General Schedule. Our effort toward that end was delayed because of a ruling by the Comptroller General that this could not be accomplished without legislative action. With the aid and assistance of the U.S. Civil Service Commission, the Office of Management and Budget, and with support from the National Federation of Federal Employees, our efforts culminated in legislation which was approved by the President on December 5, 1973. As a result, local board employees were officially brought under the General Schedule in February of this year.

These two major actions were long overdue, and fortunately they came to pass in time to assist those employees whose jobs are

now being abolished to find employment at appropriate grade levels in other Federal agencies. Initial results indicate that a very high percentage of these employees leaving Selective Service are transferring to other Federal agencies.

Other positive steps designed to minimize the hardships associated with these major reductions in force have been taken. We have contacted the Civil Service Commission and received special authority under existing legislation, which will enable eligible personnel to apply for early optional retirement, until June 30, even though their positions may not be abolished. Retirements of individuals under the special early retirement authority may result in the opening of a position which could result in the retention of other individuals who might otherwise be released. The Civil Service Commission is giving priority consideration to the reemployment of our released employees and is assisting in every way to effect their placement with other agencies. The heads of other Federal agencies have been contacted concerning the placement of our people, and we have also con-



tacted personnel officers of major agencies and departments throughout the Federal Government.

Obviously, we are not pleased at the prospect of losing faithful employees who have years of service in the System, we hope that the actions we have taken will result in more of our people being able to continue gainful employment without interruption. To those of you who are leaving the System, I want to express my deep appreciation and wish you success and happiness in the years ahead.

Byron V. Pepi

Bonus Bill Passed

Congress has passed and forwarded to the President, whose approval is anticipated, new legislation providing for increased pay benefits for physicians. The difficulty being experienced by the uniformed services in attracting and retaining physicians—a shortage category—has been recognized by Congress for a long time.

The bill, known as the "Physicians Bonus Bill," provides that doctors of medicine and doctors of osteopathy serving on active duty as medical officers in the uniformed services, who have completed "obligated service" (up to a maximum of 4 years), will be eligible to receive "bonus" pay up to \$13,500 annually. The pay will replace the currently provided "continuation pay" which is an annual pay bonus equal to four times the monthly basic pay of the officer. Full implementation of the "bonus" bill may not begin until July 1, 1974.

Another significant feature which is included in the new legislation is the provision for a "special pay" of \$350 per month for medical officers after 2 years of active service, rather than the 10 years currently required to qualify.



Colonel Norman L. Erb (left) Arizona State Director, presents Mr. M. Jack Sinclair, Member of Local Board No. 8 in Phoenix, Arizona, a Certificate of Meritorious Service Award. The retiring Mr. Sinclair also received a Selective Service Retiree pin and medal for his 6 years of devoted service.

Selective Service Publicity Appeared In Boston's Chinese Newspaper

Sampan, a Chinese newspaper published monthly in Boston's Chinatown by the Chinese-American Civic Association Multi-Service Center, recently ran an article on Selective Service registration requirements in both the Chinese and English language sections of the newspaper.

According to Mr. Joseph Carrier, Chief of Local Board Operations at the Massachusetts State Headquarters, the person primarily responsible for this effort is a Chinese-American named Captain George Wong of the Army National Guard Reserve Selective Service section.

Captain Wong, who is a member of the Chinese-American Civic Association and who speaks fluent Chinese, developed this publicity campaign with the help of Miss Nancy Kiwan, the registrar at City Hall in Chinatown.

Additionally, Captain Wong

issued new Chinese versions of System posters and distributed them throughout Chinatown.

Boston is not the only city where the registration message becomes "news" in a foreign language. New York City Headquarters has been successful in gaining recent registration publicity in 169 area newspapers, many of which are in foreign languages including Spanish, Greek, Jewish, Chinese, Polish and others.

ENERGY TIPS

In summer, set air conditioning thermostats at 78 degrees and leave them at that temperature, according to the Federal Energy Administration.

REDIRECTION from page 1

Hopefully, the required re-
in compensated work
can be achieved through
assignments to other Federal
convenient retirements and
methods less severe than
and separation from government
ce. The System will make a
effort to assist in the
ment of personnel in jobs
other Federal agencies.

OVER 22" FILES

to help reduce costs the file
ers of all registrants born in
1950, and 1951, except for
in special designated classes,
being transferred to the
onal Archives and Records
ice (NARS). Approximately
0,000 files for the 3-year
ps will be transferred. This
program will help reduce the
em's rental space costs and the
sferred files will be recovered or
registration will be ordered.

The files which are being trans-
are for registrants who are in
er priority selection groups. In
event the System is required to
me inductions, those registrants
the first, second and third prior-
selection groups will be available.
uld more men be required, the
sferred files will be recovered or
registration will be ordered.

The Director maintains a firm
ition in his dedication to retain
strong standby Selective Service
tem, one that cannot be sub-
ded to further reductions in
sonnel ceilings and administra-
sites. It is his desire that the
rent concept of registrant pro-
sing will continue throughout
al year 1975.

AFTER HOURS" RRANGEMENT EW IN INDIANA

Mr. Wayne E. Rhodes, Indiana
ate Director, has announced the
gining of an experimental
ter hours" registration program
the Indianapolis Area Office.
Registration will now be po-
sible for those men whose work
urs have prevented them from
istering during the time the area
ice is normally open.

The program was established
h help from members of Flight



Mr. Augustus McArthur of Local Board No. 144 in Soperton, Georgia.

Georgia Member Honored

The 1974 annual yearbook of
Treutland County High School in
Soperton, Georgia, was recently
dedicated at a high school
assembly to Mr. Augustus Mc-
Arthur—a valued member of Local
Board No. 144 in Soperton, Treut-
land County.

The dedication written on the
first copy of the yearbook pre-
sented to him by County School
Superintendent Bobby Driggers
reads, "Because of his interest in

the education of all youth and
because of his 33 years of faithful
and dedicated service in our school
system, we, the 1973 - 1974
annual staff, dedicate this year-
book to Mr. Augustus McArthur."

He was Principal of Treutland
County Training School from
1941 to 1970 and Principal of
Treutland County High School
from 1970 to 1973. This year he
is serving as Principal of Treutland
Elementary School.

RAY from page 1

From March 1958 to July
1960, Colonel Ray was employed
by the Land Department of the
Carter Divison of Humble Oil and
Refining Company in Oklahoma
City, Oklahoma. His responsi-
bilities included land acquisition
and title curative work.

Colonel Ray was employed as a
law clerk in Little Rock from July
1960 to April 1961 by Associate
Justice George Rose Smith of the
Arkansas Supreme Court.

He was an Assistant Counsel in
the National Old Line Insurance
Company, the largest financial
institution in Arkansas, from July
1961 to July 1967.

Colonel Ray has served on
active duty in the Arkansas State
Headquarters since 1967 and has
been assigned to the following
State Headquarters positions: Man-
power Officer, Manager of Opera-
tions Division, Deputy State Direc-
tor/Manager of Operations Divi-
sion, and Acting State Director.

He is a member of the Arkansas
Bar Association, American Bar
Association, and Pulaski Heights
Presbyterian Church of Little
Rock where he serves as a teacher
and a deacon.

He and his wife, Betty, live in
Little Rock and have two daugh-
ters—Cynthia Leigh and Mary
Malissa, and one son—Middleton P.
Ray III.

RIB REVIEW

From the standpoint of effi-
ciency in submitting OCR forms
to RIB, the local board personnel
are making an outstanding perfor-
mance. The rejection rate for
forms received continues to be at
a very satisfactory level.

One might well ask why the
OCR Reader Statistics Report No.
290, printed on the basis of an
acceptable quality level (AQL) for
scanner reject rates, is really neces-
sary. The answer is that while
striving for even greater efficiency
in the processing of the OCR
input to RIB, we are evaluating
two other important objectives:

1. On-the-job training for local
board personnel.
2. Accuracy of information carried
on the registrant's status card.

The evaluation of on-the-job
training for OCR forms com-
mences with the Error Listing--RIB
Report No. 104. This monthly
report informs State Headquarters
and local boards of administrative
and/or typographic errors on SSS
Forms 7 read by the OCR Scan-
ners at the Computer Service
Center.

The Error Listing for the State
and local boards provides an oppor-
tunity to evaluate and correct the
reason for the error and to
resubmit corrected information to
RIB during the same monthly
processing period. Even more im-
portant for the System is to insure
that the registrant is carrying
correct information on his status
card.

The OCR Reader Statistics Re-
port, Rib Report No. 290, is
issued to each State Director when
a State or local board reject-rate
has exceeded an acceptable quality
level (AQL) for the preceding
month. It was printed for the
period March 6 to April 5, 1974,
for 38 State Headquarters and
1,000 local boards on the basis of
those whose input form reject
rates exceed an AQL of 1.5
percent.

These reports provide manage-
ment information for State Direc-
tors who determine that they are a
helpful supplement to the Error
Listings which may be used in
pinpointing further training re-
quirements.



Alaska State Director Lieutenant Colonel Edward G. Pagano (left) and Mr. Albert G. Francis in Kotzebue, Alaska.

WAY UP NORTH!

Alaska State Director Lieutenant Colonel Edward G. Pagano presents Selective Service System Meritorious Service Award to Albert G. Francis in Kotzebue, Alaska. (Kotzebue is an Eskimo hunting and fishing village with a population of 2,100 located north of the Arctic Circle on the Bering Sea.)

Mr. Francis is 87 years old and served with the Selective Service during World War II, both as a compensated board Clerk and an uncompensated board member. Since 1948 he has served as a registrar.

The presentation was broadcast over the radio in the Kotzebue area. Colonel Pagano said, "George is living proof of the patriotism exemplified by the many dedicated and unselfish people who serve the nation without compensation. He has given no thought to retirement; his greatest concern is that young men register, and that we maintain the Selective Service so that it can respond rapidly should the need arise."

RELOCATION AT NATIONAL

The Office of the Comptroller, the Military Personnel Branch and a section of the Civilian Personnel Branch have vacated the second floor of the National Headquarters building and moved to other floors. The entire second floor has now been made available to the Federal Energy Administration and will be occupied by attorneys from that agency.

Captain Russell and the Comptroller Division personnel now share space with the Operations Division on the north end of the fourth floor. This is an area formerly occupied by the Alternate Service Program and the Program Analysis Section of the Operations Division.

The two personnel branches have moved to the fifth floor in space previously used by the former Management Evaluation Group.

This relocation reduced by 6,000 square feet the total area required for National Headquarters and will substantially reduce costs.

All telephone numbers remain the same.

RPM Attachments

The RPM contains a number of attachments in various chapters which are designated as "sample" letters. Six of the sample letters have been reproduced and dis-

tributed to the States by National Headquarters. These form letters are 613-1, 642-1, 642-3, 642-4, 642-5, and 642-6. Because of the purpose for which each of the six letters was designed, and the nature of the information which they contain or solicit, they are intended for use "as is" with no deviation from the language permitted. For the time being, National Headquarters will print, stock and distribute only those letters listed above. Others will be added to the list as the need arises.

Each of the remaining sample letters in the RPM have been developed for a specific purpose and should, whenever possible, be used without altering the language; however, a change in wording is permissible in order to fit a given set of circumstances in a specific case. Where only one of several "multiple choice" paragraphs is applicable, the others need not be stated in the letter.

NOTICE!

Temporary Instruction No. 613-6 (April 29, 1974) conveyed a newly developed reporting procedure specifically designed to assist State and National Headquarters in monitoring the mail-in registration program.

This program is enjoying varying degrees of application throughout the System making registration more convenient for many young men in those areas where the State Directors have determined it should be used.

The Mail-in Survey, a quarterly

report, will serve to identify areas in which the program being used as an alternative conventional registration procedures and will provide a means of monitoring the program's effectiveness during the next months. As the results of monitoring become evident, decisions will be made by the Directors as to the continuation or modification of the number and location of sites from which SSS Form 1 - mailer may be obtained.

SOUTH DAKOTA SCORES HIGH

While the System experienced registration problems during the past year, South Dakota continued at a usual pace, and at a rate which proved to be above the national average.

Although the Great Plains States have for many years presented fewer problems to the System, the success of the registration program has been the result of a lot of hard work by board employees.

Several years ago, South Dakota began a concerted effort to achieve the highest possible number of eligible registrants. Executive order each year screen records and school census records. Young men who will become years of age during the year identified and listed by month of birth. If an eligible man does not register in a timely manner, he is contacted, usually by mail, advised of the requirements and encouraged to register.



Selective

Service NEWS

JUNE 1974

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Selective Service NEWS

NEW RESERVE PROGRAM UNDERWAY

The Selective Service Reserve Training Program was designed to provide System-wide uniformity in the training of our earmarked reserve and National Guard officers and to give flexibility to State Directors, Regional Service Center Administrators, and Unit Commanders. Under this concept, State Directors and Regional Service Center Administrators are responsible, as appropriate, for the training of the officers assigned.

During the period of April 1, 1974 through September 30, 1974, 850 officers of the Selective Service reserve forces will spend an estimated 100,000 manhours on a variety of projects, most of which constitute new utilization and trainings. Administrative Bulletin Number 550.3, issued November 27, 1973, prescribes the new procedures for the utilization and training of the earmarked reserves in both a standby and a mobilization situation.

National Headquarters will furnish definitive and flexible priorities for the next semiannual training period during the week of June

3, 1974. The State Directors and Regional Service Center Administrators must take an active role in the formulation of unit training programs and schedules so that the System will realize the maximum utilization for the dollars expended on reserve training.

The first six months of operations under the new plan will employ the earmarked reserves principally to perform tasks enumerated on a list of priorities submitted to National Headquarters by each State Director. Typical of state projects now in progress are the review and updating of state continuity of operations plans, population surveys to determine if registration levels are acceptable and various public relations programs designed to stimulate registration.

In the near future National Headquarters will request the detailed views of State Directors, Regional Service Center Administrators and Unit Commanders of the first six months of training under Administrative Bulletin 550.3.

Primary authority and responsibility for the success of programs rests with the appropriate State Directors in regard to the training of the National Guard sections, mobilization reserve units, and the relocation units. The training of Service Center units is the responsibility of the Regional Service Center Administrators. The State Directors and Regional Service Center Administrators have been authorized to direct, and are responsible for, all aspects of the inactive duty training of the units assigned to them. As the designated rating official for the reserve unit commanders and the indorsing official for the other reservists assigned to these units, the appropriate State Directors and Regional Service Center Administrators report to National Headquarters the quality of performance of each reserve officer. Similar letter reports are made in the same fashion to the applicable State Adjutants General concerning National Guard section officers.

It is important to note that the Selective Service reserve unit is not

now, nor ever has been, intended to be an operational entity with an assigned functional mission as a unit. Its unit identity is established primarily with an administrative function and support responsibilities. Each member of a Selective Service reserve unit is intended to be trained as an individual earmarked to the Selective Service System and trained to be qualified to perform any assigned duty when called upon by the Director of Selective Service. The concept and identity of the National Guard Selective Service Sections remains as mutually agreed by the Chief, National Guard Bureau and the Director of Selective Service. Annual training policy will continue to stress the regular rotation of all officers among the various elements of the System (State Headquarters, Regional Service Centers and National Headquarters). This annual training on the basis of a three-year cycle of training locations, coupled with the new requirements for inactive duty training, will keep our earmarked reservists ready for the call to assist in the immediate reinstitution of the full operation of the System in the event of a national emergency.

DIRECTOR APPOINTS ADVISORY COMMITTEE

On May 20, 1974, the Director signed Headquarters Order No. 12.74, appointing the chairman and six members of the Selective Service System Advisory Committee on the Selection of Physicians, Dentists and Allied Specialists.

Dr. August H. Groeschel, New York, N.Y., Chairman of the National Health Resources Advisory Committee and former chairman of the National Advisory Committee on the Selection of Physicians, Dentists and Allied Specialists will serve as chairman of the newly formed committee. Other members are:

James E. Fitzgerald, M.D.
Washington, D.C.
Kirk L. Hilliard, Jr., D.O.
Philadelphia, Pa.
Burton H. Press, D.D.S.
Pittsburg, Cal.

Charles A. Rockwood, M.D.
San Antonio, Tex.
Richard P. Schmidt, M.D.
Syracuse, N.Y.
David B. Wilson, M.D.
Jackson, Miss.

The Selective Service System Advisory Committee on the Selection of Physicians, Dentists and Allied Specialists has been established by the Director of Selective Service under the authority of the Federal Advisory Committee Act.

Chairman Groeschel and the committee will provide professional advice to the Director as requested regarding the selection of needed medical, dental and allied specialist categories of persons when such selection is required by the provisions of the Military Selective Service Act. The determinations and recommendations of the committee will be advisory in nature.

25th Anniversary

Detachment 1-12, a USAR element of the Selective Service System, recently celebrated its 25th Anniversary at the Officers Open Mess at Fort Myer, Virginia.

Distinguished guests included Honorable William B. Saxbe, Colonel (USAR); Attorney General of the United States; Honorable Byron V. Pepitone, Colonel (USAF-Ret.), Selective Service System Director; General Lewis B. Hershey (USA-Ret.), former Director of Selective Service; and Brigadier General Carlton S. Dargusch (USA-Ret.), former Deputy Director of Selective Service during WW II.

Mr. Pepitone received a Certificate of Recognition from the unit and presented a silver bowl in commemoration of the 25th Anniversary of Detachment 1-12.



Director Byron V. Pepitone and Brigadier General Carlton S. Dargusch (USA-Ret.), visit in the Director's Office. General Dargusch began work at National Headquarters in May 1940. He was the System's Deputy Director during WW II. General Dargusch is an attorney in Columbus, Ohio.

Reserve Forces Train -- Contribute

Since January 1972 and while we have been taking ever-increasing actions to reduce operating costs throughout the System--always, I hope, consistent with the maintenance of a viable standby organization in support of the all-volunteer armed force--we have been reviewing carefully our plans for the utilization of our earmarked reserves in the event of a mobilization and the need to change from a standby organization and operation.

Anyone who appreciates the need for, and understands, the proper use of reserves knows that the realization of the greatest contribution from reserves comes at the time when mobilization becomes a reality and when training-for-duty stops and duty commences.

Our review of our earmarked Reserve and National Guard officers, following the decision in 1971 to reduce our total force to 850 officers, has been directed toward two goals: (1) maximum individual readiness for duty in time of mobilization, and (2) maximum participation, while performing required training, in the active organization functioning and operation.

Of the two aims cited above, the first is a classic and general statement which most managers can (and often do) make concerning their training programs for reserves.

The second goal we seek is the more interesting, the least understood and, perhaps in the "shake-down" period of standby, the most critical to the success of achieving standby and retaining a viable earmarked reserve.

As most managers in the System and all reservists know, the Selective Service System, by directive, has, since July 1, 1972, budgeted for and funded the reserve program in its entirety. This funding obligation became extremely significant as we began to reorient the System to a standby mission and organization. It pointed dramatically to the need for precise planning and a cost-effective intended use for the resource which 850 officers, each doing 48 drills and two weeks active duty per year, represented. The talented manhours potentially available from this force, as a resource, can easily be calculated by simple arithmetic. The resource, as a part of our overall resources, when measured in dollars and as a percentage of the total funds for

fiscal year 1974, was over \$3 million and over 6% of the total dollar resource available for the operation of the System.

It has been clear and unambiguous that our need for resources--dollars and personnel--became more critical as we endeavored to provide a viable standby system for Selective Service as required by law and as necessary to guarantee the ability to augment the all-volunteer military force should world conditions dictate that such augmentation was necessary. This fact, and the cost in resources to the System, inevitably led us to the conclusion that we had to seek from the Reserve Forces a contribution toward standby mission accomplishment as well as to await their contribution in time of mobilization.

It was a consequence of much study and work that we formulated the policy basis for publishing Administrative Bulletin 550.3 last November. Within Administrative Bulletin 550.3 there is a clear statement of the concepts of training as we view them. I have reason to believe that all State Directors and individual reservists have embraced the philosophy of



Administrative Bulletin 550.3, that there are actions now underway which begin to reflect results of this acceptance.

Notwithstanding an appreciation of the need for a policy which result in a system which emphasize work while training, I cannot stress too strongly how important I think that a complete acceptance of philosophy and the inherent responsibilities and authority by concerned--State Directors, managers and individual reservists--in the continuation of the program which provides the System earmarked reserve for use in time of mobilization.

Byron V. Phipps

SYSTEM'S GENERAL COUNSEL LEAVES



Walter Herbert Morse, former General Counsel of the Selective Service System

Walter Herbert Morse, Selective Service System General Counsel since January 1971, has left the System to become the Legislative Assistant to the Honorable William L. Scott, Republican Senator from Virginia.

During his 3 1/2 years at National Headquarters, he succeeded in effecting a strong law enforcement policy in coordination with the Department of Justice which brought compliance by regis-

trants with the Selective Service System.

He has appeared before Congressional Committees in behalf of the System and recently represented the Selective Service System's position against amnesty before a Subcommittee of the House Judiciary Committee.

Prior to his appointment at Selective Service he was Counsel for the Defense Communications Agency (Department of Defense).

Mr. Morse is a graduate of Princeton University and received his law degrees from the University of Virginia in 1948, and George Washington University in 1952.

He served on active duty in the Navy from 1942 to 1946, and on reserve status from 1955 through 1969. He retired with the rank of Captain (USNR).

Mr. Morse is married to the former Elvira Rose Whitehead, and they have four daughters. The Morse family resides in Falls Church, Virginia.

RIB REVIEW

RIB Report No. 146, Agenda of Processing Delays, when prepared for transactions received for the month of July 1974 will include those registrants born in 1955 with Random Sequence Numbers below 96 who are still classified in I-H. The local boards should attempt to get any of those registrants still in Class I-H reclassified at their July board meetings.

The Agenda of Processing Delays, RIB Report No. 146, and the Summary of Processing Delays, RIB Report Number 264, have been expanded to include those registrants whose records in RIB reflect possible delays in dealing with registrants' requests for personal appearances and appeals. Few delays have been noted however, and it appears the local boards and appeal boards are accomplishing all phases of registrant processing on time.

Reports of Medical Specialists will be distributed near the middle of August. RIB Report No. 182, the local board report, was previ-

ously distributed and the local boards did a good job of verification and updating when necessary. The companion RIB Report 282, the State Headquarters report and RIB Report No. 382, National Headquarters report, be produced for the first time. Future Reports of Medical Specialists following the August distribution will only be prepared when required by the Director.

The local boards have done an outstanding job in getting unclassified registrants in RIB processed into their proper classifications. There will be no registrants with records in RIB who are unclassified, since all registrants are now classified at the time their records are established in RIB by SSS Form 7.

The State Headquarters will soon be receiving another semi-annual Locator Report. RIB Report No. 242 which will include all registrants of the State for which records have been established in RIB through June 1974.

C's To Store Registrant's Files

arrangements made with the Selective Service System. Critical space problems caused by many local boards throughout the country moved into smaller centers.

Under the new procedures, files of registrants, with certain exceptions, will be sent to Federal Records Centers (FRC's) for storage at the beginning of the year in which the registrants attain age 23. Files of registrants born in 1949, 1950, and 1951 are now being sent to FRC's.

These files will remain available to the Selective Service System until the year the registrants reach age 26, when the FRC's will destroy them.

This program has several advantages for the Selective Service System. First, in view of the fact that beginning July 1, 1974 the System must pay for all space it occupies from its own budget, the program is an economical benefit. Second, destruction of the registrants' files by FRC's at age 26 will relieve Selective Service personnel from performing this task. A further benefit, of particular importance, is that it relieves the local board personnel of the work which would have been entailed in updating and maintaining the millions of files destroyed.

Files of registrants born in 1949 are due for destruction this year if they were not included in the last FRC shipments. Authority has been obtained to immediately destroy these files with the exception of those listed in Chapter 619 of the Manual.

When a registrant's file is sent to an FRC, he is dropped from the System until the Report of Power Inventory (SSI Form 100) is taken and no further classification is taken. Any information regarding a registrant which is received after his file has been sent to an FRC will be returned to the

registrant with a notice that he is no longer required to keep the Selective Service System informed of changes in his status except in very limited, specific instances. However, the file can be retrieved and the registrant restored to accountability if he enters a status excepted from the disposal program, such as a medical student.

This new procedure will leave files in the local boards until the registrants enter the Fourth Priority Selection Group. The files will remain available for retrieval until the registrants enter the Sixth Priority Selection Group; this will permit the System to adequately perform its standby mission.

It should be noted that the shipment of these files to the FRC's does not reduce the capability of the Selective Service System to perform its primary mission promptly and effectively. Sufficient available manpower to provide anticipated requirements for calls by the Department of Defense is available in the selection groups identified with the registrants' files still remaining at the local board administrative offices.

Factors which insure the sufficiency of the manpower pool are the changes to the law and regulations which have occurred since 1969, some of which are the principle of inducting from the younger groups first rather than the oldest, the Uniform National Call and the reduction in the number of types and reasons for deferments.

In the event of an emergency, the files of registrants in the First through Third Priority Selection Groups will be at the local board, available for immediate processing. The files of registrants in the Fourth through Sixth Priority Selection Groups can be quickly retrieved from the FRC and updated by issuance of Current Information Questionnaires or by re-registration.

NEW REGISTRARS ALASKA

ine Job Corps screeners in Alaska including Mr. Charles E. Sloan. The Job Coordinator, have appointed registrars.

These appointments resulted from the imaginative efforts of Mr. Sloan who noticed during his Job Corps screening process that some

young men were not registered with the System.

Mr. Wilson called Lieutenant Colonel Edward G. Pagano, State Director for Alaska, who suggested these Job Corps personnel become registrars.

The nine new registrars will be particularly valuable since they travel to Alaska's remote areas and villages during normal business.

"Beaver 55"

The conviction of an antiwar group named "Beaver 55" that destroyed records at a Marion County, Indiana, Local Board in 1969 was upheld May 6, 1974, by the Seventh U.S. Circuit Court of Appeals in Chicago.

The eight, convicted in May 1970 with breaking into a Selective Service Office, emptied files, destroyed draft records, and spray painted registration ledgers.

The group was opposed to what they termed illegal and immoral American Involvement in Vietnam. All were convicted and sentenced to 4 years imprisonment and fined \$5,000.

The Federal court decision said, "The exercise of moral judgment based upon individual standards does not carry with it legal justification or immunity from punishment for breach of the law."

MILITARY MOST RESPECTED

The U.S. military is the most respected out of 15 public and private institutions in a recently conducted survey by Willard Rodgers of the Institute for Social Research at the University of Michigan.

Nearly 1,444 persons across the nation checked one of eight possible responses, ranging from "very poor" (0) to "very good" (8.0). The military average was 5.5 on the scale.

At the top was the U.S. military; colleges and universities; churches and religious organizations; small businesses; and the public schools.

Kentucky Spotlight



Executive Secretary Juanita Sheegog and board members James Moore and Cordell Martin (left to right) of Local Board No. 51 in Kentucky cross a swinging bridge to attend a board meeting at radio station WKCB where Board Chairman Esba Sloan is employed.



W. J. "Bill" Myers, former Michigan State Deputy Director

Michigan Deputy Director Retires

W. J. "Bill" Myers, Deputy Director of Michigan State Headquarters since 1952, recently retired from Selective Service in June after almost 34 years with the System.

Colonel Myers' service spans the modern history of Selective Service dating from 1940. Commissioned in the National Guard in August 1940, he was assigned to the first Selective Service training school at Camp Grant, Illinois, to develop State procedures and forms.

Called to active duty at Michigan State Headquarters September 20, 1940, four days after passage of the 1940 act, Colonel Myers organized the first State registration of almost 700,000 men on October 16, 1940. Printing presses were running continuously through registration day to keep up with the demand for forms. First inductees entered service in November.

As an instructor or "umpire" at a number of regional conferences, Colonel Myers was widely known among Selective Service personnel. He rose to the rank of Colonel in 1957 and was awarded the Army Commendation Medal and the Legion of Merit in recognition of his contributions to Selective Service.

In addition to his Selective Service career, Colonel Myers previously was a high school teacher and coach, State Health Department publications director, and Chief of Information and Intelligence for the State Military Department. He holds a masters degree from the University of Michigan and is past national commander of the Military Order of Foreign Wars.

He and his wife, Betty, will reside at 2911 Cooley Drive, Lansing, Michigan, following retirement.



Robert D. Ford

Former State Director Congressional Nominee

Robert D. Ford, youngest State Director in the System's history (age 31) when he served Pennsylvania from June 1971 through March 1974, recently captured the Democratic nomination for the U.S. Congress in Pennsylvania's 9th Congressional District.

During the years he served as the Pennsylvania State Director, Mr. Ford restructured the State's local boards to include more than 60 female members with 200 members under the age of 30, and he doubled the number of minority group members.

Mr. Ford was responsible for the first 18-year-old board member in the United States.

In 1971 he was cited by the Pennsylvania Jaycees as one of the three Outstanding Young Men in the State.

Mr. Ford received the Exceptional Service Silver Medal from the Selective Service System, the first State resident ever to receive it.

NEW TWIST IN PUBLICITY

The New Mexico System has begun a program in which banks, public service utility companies, and city and country administrative offices are mailing out System publicity flyers with their monthly statements.

The flyers point out the registration requirement and list the places of registration with names of registrars in each area.

New Mexico has already mailed 100,000 to some larger cities. There are plans to mail an additional 105,000.

The increase in registration varied in the different areas from 25 to 40 percent.

The State has also developed spot announcements, and they are now being used on radio and TV stations throughout New Mexico. In a unique fashion local board members are transcribing these announcements into Spanish, Navajo, Zuni, and other Indian dialects. (New Mexico is known for its various cultures and languages.)

Mr. Tony Salazar, Spanish-speaking board member for Curry County Local Board No. 5, has translated tapes in Spanish for use by radio stations in the area.

Also, Mr. Dana Begay and Tim Touchin, members for McKinley County Board No. 16, have translated tapes in several Indian dialects to inform the large segment of the population who are of Indian descent in McKinley County.

South Dakota Awards

Major General Duane L. Corn- ing, South Dakota State Director, announced the awarding of Certificates of Appreciation to the following South Dakota System personnel:

20-Year

Vernon L. Berg, Advisor to Registrants, Local Board No. 8 in Huron Reinhold D. Gimbel, Advisor to Registrants, Local Board No. 10 in Mitchell

Frank Faber, Local Board Member, Local Board No. 13 in Corsica

15-Year

Andrew Aberle, Advisor to Registrants, Local Board No. 21 in McIntosh

10-Year

Oswald F. Elbe, Local Board Member, Local Board No. 11 in Yankton

5-Year

Leonard E. Evans, Local Board Member, Local Board No. 1 in Sioux Falls

James A. Felchle, Local Board Member, Local Board No. 21 in McIntosh

Delmar J. Juneke, Local Board Member, Local Board No. 25 in Belle Fourche

W. Arden Rix, Local Board Member, local Board No. 6 in Groton

ENERGY TIP OR SAVE ENERGY

Hot water heaters and major kitchen and laundry appliances are significant energy users. To conserve energy, set water heater at 110 degrees F.

Former New York State Director Dies



Colonel William H. Boughton, (Ret.), former State Director of the New York State Selective Service System

Colonel William H. Boughton, AUS (Ret.), former State Director of the New York State Selective Service System, died in Troy, New York, on May 24, 1974.

His Army career spanned 35 years. He fought in the Meuse-Argonne Campaign as a Private in the 2nd Infantry in 1916, at Sommes and Ypres-Lys in 1917, in World War I. He was commissioned 1st Lieutenant with the 105th Infantry in 1922.

Colonel Boughton served as Deputy State Director of Selective Service in New York State from 1940 to 1953 when he became State Director. He retired in 1969.

Survivors include his widow, former Grayce Lockhart; two sons, Edward H. Boughton, Eagle Scout, New York, and William L. Boughton, Madison, New Jersey.

JULY 1974

Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1968.

This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act, or any other acts of Congress.

Communications should be addressed to: Registrant Information Section, National Headquarters, Selective Service System, 1724 F Street, N.W., Washington, D.C. 20435. (For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.) Price 25 cents (single copy). Subscription price: \$2.00 per year; 50 cents additional for foreign mailing.



Selective Service NEWS

VOLUNTEER ARMY FACTS

Since the VOLAR concept has been in effect for over a year now, is a good time to report facts and figures on the Voluntary Army.

Army Secretary Howard "Bo" Callaway of Georgia has data to prove that the Volunteer Army concept works. In a recent speech, he stated that the U.S. Army had about 25,000 inductees left on June 1, 1973, and by fall of 1974 there would be virtually none. The Army reported its last registrant on June 1, 1973.

From July 1, 1973, through June 30, 1974, the Army recruited about 199,000 young men and women (94% of the goal of 21,600), however, the Army strength on June 30, 1974, was about 783,000, which exceeded the authorized strength of 781,600 as of that date. In June 1974, recruiting was excellent as shown by the fact the Army wanted 22,600 recruits and actually got 27,906 or 123% of the monthly goal.

During the same period the other branches of the Armed Forces who have had much more experience in the area of Volunteer

recruitment showed the Air Force with 100%, Marine Corps at 86%, and the Navy at 102%.

Statistics show that more and more women are enlisting in today's Army. July 1, 1973 through May 1974, the Army, had a 106% success record in recruitment of women. The following figures reflect other services success in recruiting women up to June 1: the Navy 108%, Marine Corps 99% and the Air Force 100%.

In a recent appearance on NBC TV's Today Show, Army Secretary Callaway was confronted with such questions as the Voluntary Army becoming all black with a practically all white officer corps. Army Secretary Callaway asserted that the records show the Army enlisted strength at 20% black with officer strength at about 4.2% black. He pointed out that these percentages came from a total U.S. population percentage at 13% black.

Reenlistment rates are a very important factor we must consider when looking at the Voluntary Army. Reenlistment rates are directly related to the Army adver-

tising program which makes use of billboards, newspapers, periodicals and direct mail. Beginning late this summer the advertising theme will be "Join the people who've joined the Army."

Secretary Callaway has stated that the Army is progressing in many areas to improve the quality of performance and effectiveness through such things as: More authority in the field, fewer and smaller headquarters, less KP and needless formations, tougher basic training, and quicker assignment to units after basic training. Other very important areas that the Army is working especially hard on are: Better race relations, a hard line on drug use by troops, screening of unit commanders, more in the field training, and less classroom training.

The Secretary pointed out that the Army had 13 combat divisions when the VOLAR experiment started and now it has 13 and 1/3. Comparing this to the 89 Army divisions in existence on D-Day seems small indeed, and this highlights a most important fact. As

Selective Service Director Byron V. Pepitone said in his speech before the American Legion National Convention (Aug. 73): VOLAR is strictly a peacetime concept and has no objective whatsoever of covering total Army needs in other than peacetime.

The Volunteer Army is a subject of considerable interest to members of Congress. Senator John Stennis, Chairman of the Senate Armed Services Committee, recently said "at least another year" when asked about extension of standby Selective Service machinery. "I'm backing the volunteer concept fully," he added.

On the "House Side," U.S. Representative Charles Wilson (D. Texas) introduced a House Bill to reinstate induction authority with a comment "I don't expect it to get very far but I hope it will prompt discussion of the issue."

Controversy will continue on the Volunteer Army, but with all the statistics and facts put together it looks like the concept is meeting expectations.

NFFE Chief Speaks on Selective Service Need

Calling it "uncertain and dangerous," the National Federation of Federal Employees recently scored the introduction of legislation by Senator William Proxmire (Wis.) which would abolish, among other Federal agencies, the Selective Service System.

"While we cannot quarrel with reform in the matter of agencies which may have outlived their usefulness," NFFE President Nathan T. Wolkomir declared, "the Selective Service System is not in this category and should not be hastened toward an early grave simply because no one is presently being drafted into the armed forces of the United States.

"Among other suppositions, the draft was ended on the premise that sufficient numbers of young men and women could be induced to serve voluntarily. Whether this program is working as it should is yet to be seen, although recent reports from military sources and the nation's press would lead us to conclude that it is not.

"In any case, the Selective Service System is performing a vital function in carrying forth the registration and classification of young men and the maintenance of a readily identifiable pool of eligibles in case of need to defend our borders.

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DONORS FOR REGISTRARS

Ohio State Director Paul A. Corey (center) presents Certificates of Merit to Cleveland detectives John Borenski (left) and Matthew Kochanski (right) for their outstanding and unselfish performance as volunteer registrars. Mr. Corey said, "These two men are typical of the 146 other volunteer registrars in Cuyahoga County because they have assumed this unpaid, responsible public duty in addition to their regular work."

Our Organization in Standby

The terms of the Military Selective Service Act, as amended during 1971 by the 92nd Congress, are clear and unambiguous as to the type of organization that the Selective Service System should have during periods of no induction—or standby. Section 10(h) clearly requires an organization capable of immediate operation in the event of national emergency, with sufficient organizational structure and adequate personnel to reinstitute immediately the full operation of the System.

For two successive fiscal years we have been restructuring our organization in order that we might satisfy the requirements of the law in the most cost-effective fashion which we could devise. As all of our people know, fiscal year 1973 was the year in which active inductions for the armed forces were suspended—January 29, 1973. Then, commencing in July 1973 and thereafter for all of fiscal year 1974, we were prohibited by law from inducting people into the armed forces.

During the period of these two fiscal years, the Selective Service System has been reduced in size for its standby organization and role from an agency of 7800 compensated employees with 2700 local board offices and a cost to the nation of \$98 million in fiscal year 1973, to our present organization.

The level of organization which we foresee for continued standby

operation should not, under present circumstances, be greatly changed from that we have now attained. Our present configuration nationwide is comprised of the 56 State Headquarters, four Regional Service Centers, and 630 local board administrative sites. Our personnel rolls reflect 2370 compensated civilian employees, 130 active duty military officers, 18,000 uncompensated local board members, 8,000 uncompensated advisors to registrants, 22,000 uncompensated registrars, and 850 earmarked Reserve and National Guard officers. We anticipate a budget for fiscal year 1975 of less than 50 percent of the fiscal year 1973 budget.

With this force of trained personnel and a "current at all times" set of procedures, performing classification actions (less preinduction examinations) on approximately one-fourth of each current year's registrants, the System can, in my opinion, commence operation and simultaneously commence expansion to whatever size the Department of Defense requirement for manpower might predict.

Most critical to our ability to react if called upon and to commence operation as required by law will be the retention and interest of trained uncompensated personnel. Fundamentally important to our ability to retain this force is the requirement for a force of dedicated and experienced compensated federal employees equivalent to the

maximum that funds available to the System will permit.

The devotion by our compensated work force to their role, which has been conclusively demonstrated to be outstanding during fiscal years 1973 and 1974, is a matter which warrants the gratitude and appreciation of the nation for their efforts. They certainly have mine. It is this hard work and selfless devotion to duty which has characterized Selective Service in the past when it had to respond to the nation's needs. We would be imprudent indeed if we did not foresee and plan for this same measure of dedicated service in the future. Such planning, which is not only essential but which is also reasonable to expect on the basis of past history, gives me confidence that under our austere organizational dispersion and manning status we can and will respond when called and will be productive as required.

As our work and our role continue to be standby, we will register and process young men in their 18th and 19th years. Our aim must be to render government service efficiently, conveniently, comprehensively and pleasantly to everyone whose requirement under law places them and our employees in a citizen-to-civil-servant relationship. As well, the rapport between our compensated employees and the uncompensated citizens who comprise our local boards and the ranks



of our registrars and advisors registrants must be such that together we make a team with sole purpose of satisfying nation's requirements in peacetime and during standby to understand and participate in the process of contributing to its defense time of war. Only through hard work, attention to detail, training and conscious effort are we likely to succeed.

The success of this agency is important to our country. Therefore, nothing short of our best effort, individually as well as collectively, is acceptable. No effort that I can envision will be spared to attain this level of service and dedication while I have the opportunity and ability to oversee standby operation. I know that our employees join me in rededicating to the task at hand and its successful accomplishment.

Byron V. Pepit



RETIREMENT AFTER 25 YEARS

After 25 years of dedicated service to the Selective Service System in Connecticut, Mrs. Edith T. Moriarty recently retired. She is shown wearing the Bronze Medal presented by Connecticut State Director Frederick W. Palomba (left) while LTC Frederick H. Russell (right), the Deputy State Director, helps her display the Meritorious Service Certificate. Mrs. Moriarty is quite proud of a commendatory letter from the Director, recognizing her service in virtually every type of local board job, culminating her career as head of the Area Office in Connecticut's largest city.

System Ready Study Shows

Two important questions have confronted Selective Service during the first year of Standby: (1) "Is the System's induction capability in 1974 as great as it was in past years?" and (2) "What would the System's response be if inductions were resumed during 1974, especially in a Korean or Vietnam-type buildup?"

To answer these questions, the Yield-Per-RSN Study was conducted by the Office of Special Studies at National Headquarters. The study was designed to determine the number of inductions and enlistments per Random Sequence Number which there would be in a 1974 mobilization as opposed to a 1970 one. The study proposed no

processing changes for either year. Instead, only the procedures and delay times actually in effect in 1970 and 1974 were used. This was done in an attempt to make the examination of those years as realistic as possible.

In conducting the study, traditional methods and historical statistics were combined with up-to-date computer techniques. At the same time the Yield-Per-RSN Study was being performed, each of the State Directors was doing a study estimating the mobilization induction capability for his state. The results of these 56 studies were surprisingly similar to the Yield-Per-RSN results.

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PETER STRAUB NAMED SYSTEM'S GENERAL COUNSEL



Mr. Peter T. Straub

Peter T. Straub, 35, of Alexandria, Virginia has been named the General Counsel of the Selective Service System at National Headquarters, effective July 8, 1974.

Mr. Straub comes to the Selective Service System from the Office of Criminal Justice, Department of Justice, where he has served as its Director, since February of this year.

Upon graduation from Washington and Lee University, with a Law degree, in 1964, Mr. Straub served five years as company commander of a Military Police Company in Germany. Upon release from active duty with the U.S. Army he re-

turned to his home in St. Louis, Missouri and joined the law firm of Evans and Dixon. During 1968 and 1969 he served with the Public Defenders Office, St. Louis County, Missouri. In 1969 he became the Chief Trial Assistant in the United States Attorney's Office in St. Louis, where he handled primarily criminal prosecution, but also represented the United States in civil cases. In February of 1971, Mr. Straub joined the Department of Justice in Washington, D.C., and served a year and a half with the Internal Security Division.

From September 1972, through February 1973, he was a member of the staff of the Deputy Attorney General as Attorney-Advisor in the Office of Criminal Justice. He acted as liaison officer within the Department and the White House and Congress.

In January 1973, he became Minority Counsel to the Committee on the Judiciary, House of Representatives, United States Congress, and served there until appointed Director of the Office of Criminal Justice with the Justice Department in February 1974.

Mr. Straub and his wife Wendy, are the parents of two children, Karl, age 8, and Phillip, age 6.

ADULTERER GETS 26 MONTH JAIL SENTENCE

Failing to present himself for arraignment with the Selective Service System on March 29, 1973, the period thereabout cost a North Carolina youth a conviction by jury of knowingly and willfully failing to submit to registration for military service. Bruce A. Baechler was tried in Wilkesboro, North Carolina in the Middle District Court. Honorable Eugene Gordon presiding as judge at the jury trial ended on April 22 and 23, 1974.

The jury deliberated 7 hours before returning the guilty verdict. Baechler was sentenced to 26 months confinement, which will run concurrently with 30 sentences in contempt of court. The contempt citations were for charges resulting from the defendant's failure to stand at certain times during the 2 day trial. An appeal was set for Mr. Baechler was released on \$1,000 bond.



SERVING GOD AND COUNTRY

Father David F. Dzermejko (pictured above) was ordained a Catholic Priest for the Diocese of Pittsburgh, Pennsylvania on May 4, 1974.

Since February 1972, while studying for the priesthood at Saint Vincent College and Saint Vincent Seminary in Latrobe, Pennsylvania, he has been a member of Local Board No. 2 in Pittsburgh.

Father Dzermejko has been active in promoting registration with Selective Service while on campus, and he says, "I am glad to be of service to my country as well as to my church."

Remember! Schedule Your Board Meetings

The Director, Mr. Byron V. Pepitone, advised in February 1974, through his column in this monthly paper, that "adjustments to change in 1974" involved, among other things, the concept of quarterly board meetings. Reduced workloads, coupled with a need for periodic review could make less than quarterly board meetings very practical.

Personal appearances that have accrued since the last meetings, students who have completed professional training at summer schools and annual review cases would be appropriate items for such fall of 1974 meetings. Attention at the meetings could also be given to the all important subject of ever constant emphasis on public information regarding 18 year olds (the class of 1956) to register at their nearest area or local board site. The thought being here to let the board members know of past and upcoming information releases on radio, TV, local newspapers and posters.

'You've Come A Long Way, Ladies'

1800s—Treasury Department hired lady clerks at \$600 a year. (Men made \$1200 to \$1800 a year for the same job.)

1870—Law allowed agencies to hire females for higher clerkships "at their discretion."

1883—Civil Service Act permitted women to compete. The first woman appointed received the highest score on the test... and the second appointment.

1923—Classification Act—established concept of equal pay for equal work.

1934—Attorney General ruled that 1870 law gave agencies the option to request men only or women only for filling civil service positions.

1961—President John Kennedy established Commission on the Status of Women.

1965—Congress repealed the 1870 law.

1967—"Sex" added to President Lyndon Johnson's executive order on EEO, now to read "It is the policy of the Government of the United States to provide equal opportunity in Federal employment for all qualified persons, to prohibit discrimination in employment because of race, color, religion, sex or national origin, and to promote the full realization of equal employ-

Hats Off To '100 Per Club'

Here are the Selective Service System results of the recently completed U.S. Savings Bond drive headed by U.S. Secretary of Agriculture, Earl Buttz.

These State Headquarters scored a 100% in total sales compared to total staff numbers:

Alaska	Oregon
Colorado	Puerto Rico
Connecticut	Rhode Island
Delaware	South Dakota
Guam	Vermont
New Hampshire	Wyoming
Oklahoma	

Congratulations are also in order to those large states with more staff for the job they did—such as California with 222 sales out of 286—Illinois 151 sales—Michigan 107—New York 149 and Pennsylvania 158. National Headquarters? Why they scored 73 sales and Computer Service Center—14.

Congratulations to all the Selective Service System family for "taking stock in America."

ment opportunity through a positive, continuing program in each executive department and agency."

1967—The Federal Women's Program established to enhance the employment and advancement of women.

1969—President Richard Nixon's Executive Order 11478 integrated the Federal Women's Program into the overall Equal Employment Opportunity program and raised the focus of attention on women.

1971—April—Memo from President Nixon directing agencies to increase the number of women in top appointive positions (GS-16 and up) and in both career and appointive positions at GS-13 to GS-15.

1971—May—The Civil Service Commission stated that it would no longer certify men only for jobs requiring the carrying of firearms; and that from this date on women would be certified along with men. 1974—Now on duty: female special agents, sky marshals, customs inspectors, tugboat captains, postal inspectors, narcotics agents, nuclear engineers, air traffic controllers... and Service women in increasing numbers performing vital and diversified functions in all areas of the Armed Forces.

Facts On Amnesty

(EDITOR'S NOTE: The source of this article is the association of the United States Army.)

FACTS ON AMNESTY

In recent weeks, Congressional hearings have been conducted on various proposals which have been introduced bearing on amnesty. This has led also to a spate of articles, editorial comment, and interviews in the news media.

What is Amnesty?

Amnesty is a sovereign act of forgiveness for past misconduct, granted by the state to a person or class of persons. The grant may be conditioned upon the performance of an act or acts within a prescribed time. Amnesty usually has the effect of releasing a person or class of persons from criminal conviction, a record of conviction, and the remainder of any punishment. Sometimes it is effective before a trial has begun.

Pardon is a somewhat different concept. Although pardon may release an individual from a penalty for a legal transgression, it does not alter the underlying criminal conviction. Pardon may be granted to any offender and is usually given after punishment for a crime has begun.

There have been no Congressional grants of amnesty for military deserters in our nation's history.

Who are Affected?

Thirty to fifty thousand persons. (Of which 28,661 are deserters from military services, including 2,099 known to be living in foreign countries; the remainder are estimated to have evaded the draft.) Law requires deserters to be tried by military courts; draft dodgers in civilian courts.

AUSA Resolution - 1973

"General amnesty by legislation action for draft evaders and resisters or for servicemen in a desertion or AWOL status is inappropriate. Each offender has violated civil or military law and each should, with full rights protected, be adjudged within the applicable judicial system on a case-by-case basis. Any subsequent recommendations for amnesty should be considered on the same individual case basis."

Essential Points:

- (1) Those who deserted or dodged the draft broke the law which they clearly understood, and the deserters violated additionally the oath they took upon entering the service.
- (2) As a nation of laws, we cannot permit citizens to select which laws they will obey and which they will break. To do so is to invite anarchy. We cannot have citizens who place themselves above the law.
- (3) Those who failed to carry out their military obligation required someone else to come forward and take their place. In the case of Vietnam, this almost inevitably meant combat. One cannot assess how many were killed or wounded in action, or were POWs or missing in action because they were replacing a deserter or draft dodger.
- (4) Using the upper estimate of 50,000 deserters and draft dodgers, they represent only 2 percent of the 2.5 million who fulfilled their military obligation during the war.
- (5) The granting of amnesty would not only mock those who served honorably regardless of their views of the war, but establish an undesirable precedent which could dangerously impair the effectiveness of any future induction system and undermine the Uniform Code of Military Justice.
- (6) Amnesty for draft dodgers is not equitable. The alternatives were clear at the time the choice was made and an individual should be required to face the consequences of the choice he made.

Grants of Amnesty

Amnesty has been used very sparingly and only in situations completely unlike the present post-Vietnam era. As a matter of fact, general amnesty for all deserters or draft evaders has never followed an American war. Even partial amnesties have been rare, and applied only to those already convicted and not to deserters or draft evaders still at large. There were no general amnesty actions by our government

following World War I, World War II, or Korea.

Proposed Legislation on Amnesty before 93rd Congress

Several measures on amnesty for the Vietnam war period have been introduced and fall into three categories:

- (1) Alternative service in return for immunity from prosecution;
- (2) retroactive and broadening of conscientious objector definition and status;
- (3) universal and unconditional amnesty.

The House Committee on Judiciary conducted hearings on the amnesty legislation in March 1974; no action has been taken on the measures to date. No action is expected to be taken on amnesty legislation pending in the Senate.

CHECK THOSE BROCHURES ON DISPLAY

Operations Division at National Headquarters reminds everyone that now is a good time to check your brochure display rack and storerooms for neatness and currency of issue.

Brochures currently in full effect are those entitled, "Aliens," "Draft-Past, Present, Future," "Hardship deferments," and the pamphlet "Conscientious Objectors." Those now in a stage of rewrite and design are the pamphlet "You and Selective Service" and the booklet called "What Happens Next?"

WHICH ONE ARE YOU?

It is said that almost every organization has four kinds of "bones":

THE WISHBONE—Spends all his time wishing that someone else would do all the work.

THE JAWBONE—Does all the talking and not much else.

THE KNUCKLEBONE—Knocks everything anybody else tries to do.

THE BACKBONE—Gets under the load and really gets things done.

In which of the above categories do you belong?

(Submitted by Illinois newsletter, *Chats*, edited by J. B. Hill)

Former State Director Dies



COLONEL FRED M. CROOM

Colonel Fred M. Croom, aged of N. Little Rock, Arkansas, died on May 30, 1974.

In 1955 he was appointed State Director of Arkansas by then Governor Orval Faubus. He served State Director until 1966. Colonel Croom was commander of a 1st National Guard Battalion in his home state before entering upon active duty with Selective Service.

From 1966 through 1970 he was on the National Headquarters Staff where, in 1967, he was assigned President Johnson to work on a study panel for possible changes in Selective Service. He was also Manager of Operations Division.

A three-month advisory tour with the Army of Ethiopia was one of the many highlights in Colonel Croom's colorful career. He was there in late 1968 advising the government of Emperor Haile Selassie on the operation of the Ethiopian Selective Service System.

Colonel Croom, a long time school teacher, football and basketball coach, gained his master's degree at the University of Arkansas after earlier earning his undergraduate degree from Arkansas State Teachers College.

Colonel Croom is survived by wife, Mrs. Lorene Croom, a daughter, Miss Carolyn Croom of Dallas, Texas, a brother, Wiley Croom of Corsicana, Texas, and two sisters, Miss Ruby Croom and Mrs. Wilma Baker of Russellville, Arkansas.

Take stock in America.

With higher paying U.S. Savings Bonds.

TERNATE SERVICE AWARDS

ate Director of Selective Service Addison A. Millard has announced the awarding of certificates of appreciation to three Las Vegas institutions which have contributed to Nevada Selective Service efforts. Mr. Millard indicated that the Southern Nevada Memorial Hospital under the direction of Otto Ravenholdt; St. Jude's Hospital for Children, Director, Dr. Herbert A. Ward, Jr.; and the Viator's Community Center under the direction of The Reverend Francis P. White. These three institutions in the last several years have afforded employment opportunities to young men recognized by their local boards as conscientious objectors.

The awards were presented on behalf of the State Director by Dr. Rudolph Ceragioli, Deputy State Director. In presenting the awards to Doctor Ravenholdt in recognition of the contribution of the Southern Nevada Memorial Hospital, Major Ceragioli stated that Mr. Ravenholdt had originally worked out alternate service employment arrangements with the staff of the Southern Nevada Memorial Hospital at the time of the Korean War in the early 1950's. Since that time approximately 50 young men have been responsible positions, or have been processed for employment, as conscientious objectors performing alternate service in lieu of induction in the several departments of Southern Nevada Memorial

Hospital. Mrs. Sue Faivre, Personnel Director of the Southern Nevada Memorial Hospital, has also received recognition by being the recipient of a Meritorious Service Award from State Director Millard because of her cooperation and program establishment during her time as the hospital personnel director.

Contributions made by these three Clark County facilities have played a significant part in the successful completion of the requirements of the Selective Service law by affording young men not only from Nevada but other states an opportunity to perform civilian work in lieu of induction. Since the Fall of 1971, both St. Jude's and St. Viator's have performed this assistance in alternate service programs, Millard continued. However, their small size resulted in fewer opportunities.

The directors of all three carefully screened potential employees for these critical programs. Those acceptable conscientious objectors required to perform alternate service were then ordered to 24 months of service with one of the three Las Vegas institutions.

A total of 15 non-profit agencies and institutions in the State of Nevada, according to the State Director, presently meet the requirements of Selective Service law, providing employment in the national health, safety or interest.



CAREER SERVICE AWARD FOR COL FREDERICK COLEMAN

Colonel Frederick M. Coleman (left), of the Cleveland, Ohio Flight F 2273rd Selective Service Squadron was recently presented the Career Service Award for Outstanding Community Service by Mr. Alvin M. Kelly, Chairman of the Cleveland Federal Executive Board.

Former General Counsel Walter Morse praised Colonel Coleman following a 2 week active duty tour in National Headquarters. Morse said: "Colonel Coleman has been one of our most outstanding officers to work with."

COL Coleman received his J.D. and LL.M. degrees from the Cleveland State Law School. He is presently serving as United States Attorney in Cleveland, Ohio.

Ecology Corpsman Says

"Thanks"

A California conscientious objector performing alternate service in Calaveras County with that state's Department of Forestry recently wrote a nice, warm thank you letter to Mr. Joe Griggs, Manpower Officer for that California agency and pointed out what he liked about his service. Mr. Alex Dozier, the CO involved, stated "I'm a clerk for the ecology center here and was appointed 17 July 72 so my 2 year tour is about over. I've learned a lot since being stationed here such as developing a sense of security in my job and the ability to face and accept responsibility," he wrote. "Selective Service should know that I appreciate being offered alternate service and I feel the program is of value to those who work at it," he continued. "It's time some of the CO's who like their job in alternate service should say so," young Mr. Dozier continued. The letter from Mr. Dozier was taken from the June issue of the state's Department of Conservation Magazine, and Selective Service News is very pleased to reprint it in this issue.

RIB REVIEW

Local boards have done an outstanding job in reducing the number of processing delays.

Most states no longer have unclassified registrants. Those which do remain will be deleted from the RIB System, printed on Table IV of the LOC and, if the local board determines the record is required in RIB, an SSS Form 7, reflecting the registrant's current status, will have to be submitted to the Computer Service Center.

The number of registrants born in 1954 with RSNs below 96 whose records in RIB show they are still in Class I-H has been sharply reduced. Hopefully, reclassification of those registrants remaining will have been accomplished by the time the August "News" is printed.

We realize that most of those registrants whose classifications have expired and who are listed on RIB Report No. 146 are in Class 4-F and need to be reexamined prior to reclassification. Armed Forces Examinations or reexaminations are not authorized now; therefore, no correction action is required. However, these registrants will still appear on the report as a reminder should future action become necessary.

Beginning in August, those registrants born in 1955 with RSNs below 96 will be listed on the processing delay reports.

The List of Classifications (LOC) no longer lists a registrant's "Previous Class." It is not necessary to have this information on the LOC at this time, however, the "Previous Class" is still retained in RIB and can be included on the LOC or other reports if required.

NFFE Chief Speaks (con't)

"The System has pared its operations to the economic minimum. The number of its employees has been cut to 2,500, from 7,500 a year ago; its field offices from 2,700 to 600. In the face of the distinct possibility that SSS would have to be reactivated in the foreseeable future with enormous difficulty and cost to the taxpayers, abolishment now would be impractical and counter-productive. Nor can we see the wisdom in casting onto the rapidly growing rolls of America's unemployed the efficient and dedicated cadre of employees now keeping the System's mission in necessary and valuable operation."

National Guard Promotes Registration



MISSISSIPPI GUARDSMEN CWO CRAFT AND COL RAPP

dsman CWO O. D. Craft (left) and Mississippi National Guard Selective Service Unit Commander, Colonel Edgar Rapp, Jr. are shown manning the information booth at Jackson Mall in Jackson, Mississippi, during a recent 5 day registration drive. State Director Harold White also reported the large marquee at the entrance was given a "register now" message. The project was developed by Mr. Vernon Sills, training officer for the Mississippi State Headquarters.

"HIGHLIGHTS" ON REGISTRATION

Mr. John W. Brokaw, New York State Director of Selective Service, reports the Bureau of Guidance of the New York State Education Department is continuing to keep the "registration message" before school counselors and others in youth guidance activities.

The May 1974 volume of "HIGHLIGHTS," an informational digest of current developments, carried an excellent article on the March 20th Selective Service Lottery Drawing and "A REMINDER ON REGISTRATION."

The excellent cooperation received from the New York State Education Department is certainly appreciated by Director Brokaw and his staff.

Military Promotion and Educational Inquires

In order to facilitate responses, all inquiries concerning the Selective Service System military educational requirements for promotion eligibility will be made to Major Donald R. Mills, or in his absence, Lt. Joseph J. Lacroix, of the Reserve Forces Branch. The telephone number to call is area code 202-343-7125, 7126, 7470, or 7171.



CDR JOHN WALKER

HONORS COME TO KENTUCKY RESERVIST

Three professional honors have been awarded to USNR Commander John Walker (PhD) who is a member of Detachment 5-17 of the Lexington, Kentucky Reserve Unit. At commencement time he was awarded the University of Kentucky Alumni Association "great teacher" award which reflects excellence in Commander Walker's teaching at the University.

Next the Metal Builders and Manufacturers Association gave him their "outstanding engineering award" in cooperation with the American Society for Agricultural Engineers at the annual meeting in Stillwater, Oklahoma. The third distinction came to Mr. Walker as he was named by the University of Kentucky Board of Trustees to Chair the Department of Agricultural Engineering.

System Is Ready Study Shows

CONTINUED FROM PAGE 2

The Yield-Per-RSN results indicate that the System's mobilization capability in 1974 is greater than it was in 1970. Specifically, the inductee yield per RSN would be 934 in a 1974 mobilization as opposed to 868 in a 1970 one. The enlistee yield per RSN would be 1096 in 1974 as compared with 960 in 1970.

For both years, the study indicated that it would take 50 to 60 days for inductions to begin from a no-induction point. In addition, in 1974 the System could provide the armed forces with 500,000 total accessions (enlistments + inductions) in the first six months after the beginning of a mobilization. This could be achieved without changing procedures or delay times and without increasing the size of the workforce now in effect. The armed forces have indicated that such a response would meet their needs in either a Korean or Vietnam-type buildup.

The Yield-Per-RSN Study has become one of the System's most important planning documents. Consequently, all State Directors and key National Headquarters employees have been briefed on it. In addition, a training module is being prepared so that all members of the System can learn more about the study, its results, and its implications for Selective Service during Standby.

Suzanne's Appreciation

EDITOR'S NOTE: The following excerpts are from a letter written by Mrs. Suzanne T. Smith to the State Director, Mr. Mil Hendrix, at the time of Smith's departure from Selective Service after nine years of service.

In expressing her appreciation for the opportunity to work for Selective Service, Mrs. Smith wrote: "I feel these past nine years have been an investment in my country and that each and every citizen deserves from an employee of the government the very best that he or she is capable of."

She continued, "From the young man with whom I have been in contact because of my job, I have learned something new. Each contact has brought with it a different insight into what makes up our country, its problems and its virtues. The youth are truly the future. It is our responsibility to guide them."

The "News" thanks Mrs. Smith for her permission to reprint above.

Happy Numbers

For anyone who still thinks cancer is always fatal, the American Cancer Society reports that there are 1,500,000 Americans alive today who are cured of cancer. You know that cancer is most curable when caught early and you still live.



Selective

Service NEWS

AUGUST 1974

Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1968.

This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act, or any other acts of Congress.

Communications should be addressed to: Registrant Information Section, National Headquarters, Selective Service System, 1724 F. Street, N.W., Washington, D.C. 20435. Price 25 cents (single copy). Subscription price: \$2.00 per year; 50 cents additional for foreign mailing.

NATIONAL HEADQUARTERS

SELECTIVE SERVICE SYSTEM
1724 F STREET, N. W.
WASHINGTON, D. C. 20435

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Selective Service NEWS

GUARD, RESERVE RECEIVE SUPPORT

The President's National Committee for Employer Support of the Guard and Reserve has received pledges of support from over 10,000 employers, covering approximately 45.9 million employees or better than 55 percent of the nation's work force.

"This successful effort," notes Deputy Secretary of Defense William P. Clements, Jr., "results in the great support we are receiving from employers throughout the nation who have recognized the importance of our Guard and Reserve to our nation's security." American employers who cooperate in this effort, points out the deputy secretary, "ensure that our employees have the freedom to participate in our citizen-military training without fear of job impediment. This means support in terms of job security, no loss of promotional opportunities, no loss of other company privileges, no loss of paid vacations to meet annual training requirements, and above all an assurance of company appreciation for the individual's patriotic efforts."

The National Guard and Reserve is recognized as an important part in defense posture on which the military will increasingly depend to maintain the total force concept.



Ad Hoc Committee Meets. Pictured during one session of the two-day meeting are Mr. Glenn R. Bowles, Operations Division Manager (center) and the seven State Directors on the committee from left to right Colonel Donald H. Collins, South Carolina; Colonel Norman L. Erb, Arizona; Colonel Leonard C. Hicks, Oregon; Lt. Colonel W. Robert Kinscherff, Illinois; Colonel Paul B. Merrick, Maine; Mr. Junior F. Elder, Kansas; and Mr. John W. Brokaw, New York State.

PROPOSED REGULATIONS REVIEWED

A committee composed of the seven State Directors, pictured above, met at the National Headquarters on July 25-26, 1974, for the purpose of reviewing and commenting upon certain proposed revisions to Selective Service Regulations.

This Ad Hoc Advisory Committee was selected by Mr. Byron V. Pepitone, Director, to provide assistance and advice in considering the proposed revisions to the Regulations, which were developed by the staff at National Headquarters.

The State Directors were furnished copies of the proposed revisions in advance of the meeting to permit time for individual research and study. During their deliberations in Washington, they were assisted by the Deputy Director, Mr. John D. Dewhurst, the General Counsel, Mr. Peter T. Straub, and Mr. Henry N. Williams of his staff, the Operations Division Manager, Mr. Glenn R. Bowles, and from his staff, Colonel Leonard A. Hawkinson, Operational Programs Branch Manager.

Eastern Oregon Has Wide Open Spaces

In eastern Oregon, things have a way of taking on a somewhat different perspective, as Selective Service System personnel become responsible for much larger geographical areas than those usually associated with single local boards or even area offices. For example, effective July, Local Boards 21 (Canyon City), 22 (Ontario), 23 (Baker) and 24 (La Grande) will be collocated with the office in Baker under the direction of Mrs. Drucilla (Dru) Huck. Her area of responsibility is approximately the same square mileage of Massachusetts, Connecticut, Rhode Island, New Hampshire and Vermont combined!

Carl Vinson's Defense Theme Still Strong After 90 Years

A man who was 20 years old when the Wright Brothers made their first flight recently celebrated his 90th birthday. Carl Vinson, for 50 years a congressman and former Chairman of the House Armed Services Committee, is quoted in the ROA magazine at a speech in Mason, Georgia, on his 90th birthday. He said, "...there is no substitute for the nation's ability to defend itself and to deter aggression. Maintaining a strong defense is the most vital challenge that faces this generation." Carl Vinson goes on, "We hear the complaints of an increasing vocal minority which does not like spending defense dollars. We even hear some who are foolish enough to think national defense is a frill. But with all due respect, I believe that those who feel this way ignore history and gamble with our nation's very survival." Mr. Vinson said that in 2,300 years of recorded history there have been only 270 years of peace. "The lesson is plain," he said, "we must always be prepared for war, for only in this way can we avoid it."

Editor's Note: Major General Homer I. (Pete) Lewis, Chief, Air Force Reserve, has used the above in his opening remarks to groups around the country and we thank the Reserve Officers Association for permission to reprint this portion of his speech as it appeared in "The Officer," June 1974.

Indiana Resumes 'Hoosier Selector'

July 1974 saw the Indiana State Headquarters resume publication of the "Hoosier Selector" after a period of several years absence.

The first issue contains the names of uncompensated personnel whose service to the System and their communities in Indiana makes them eligible for certificates totaling more than 365 years.

State Director, Mr. Wayne E. Rhodes, praised the members of Flight "0", 2273d Selective Service Squadron, for their cooperation and assistance in the resumption of the newsletter.



new dimension in information has sprung up along the highways and byways of the nation in the form of colorful billboards. (See above) The ever familiar "bow" around the finger is the roadside eye catcher reminding the passerby that Selective Service registration is still required.

Role Of System In VOLAR

We have just completed 18 months during which there have been no inductions. The Department of Defense has relied completely upon volunteers to man the armed forces of the United States since January 1973. This is the first step toward completing a program announced by the President as early as April 23, 1970. Mr. Nixon at that time, in a message to the Congress and the people of the United States, announced that he had received from the Commission on an All-Volunteer Armed Force a report which had concluded unanimously that the interests of the nation would be better served by an all-volunteer military force than by a military force made up of a mixture of volunteers and draftees. He also stated that after careful consideration of the factors involved, he supported completely the basic conclusions of the Commission and that it was essential that the country move forthwith toward the ending of the draft.

The President indicated his intention to pursue an Administration policy to reduce draft calls to zero, subject to overriding considerations of national security. He indicated that we should move toward ending the draft, but he had three precautions. First, he thought the draft could not be ended all at once—that it must be phased out so that we could be certain of maintaining our defense strength at all times. Secondly, that existing induction authority, which at that time was scheduled for expiration on July 1, 1971, should be extended by the Congress for two years—until July 1, 1973. Third, that as we moved away from reliance on the draft to man our armed forces, we should make comprehensive plans to establish a "standby draft" system that could be used in the event of national emergency.

The report of the Commission to which the President referred was, of course, the report by the President's Commission on an All-Volunteer Armed Force, headed by The Honorable Thomas Gates, a former Secretary of Defense. This Commission, in its recommendation, pointed out that legislation should be enacted to provide, once an all-volunteer force would be in effect, a structure to guarantee a

backup system for use in the event augmentation of the all-volunteer force became necessary in time of national emergency. This legislation should contain (1) a requirement to register all males who might be conscripted when essential for national security; (2) a system for selection of inductees; (3) specific procedures for the notification, examination and induction of those to be conscripted; (4) an organization to maintain the registration and administer the procedures for inductions; and (5) that this standby system was to be invoked only by resolution of the Congress at the request of the President.

In keeping with the recommendations of the Commission and the President, the Congress acted in 1971, when it extended the Military Selective Service Act of 1967, to provide the guarantees which the Gates Commission had recommended and which the President enunciated as being essential to national security. By this I mean the provisions of section 10(h) of the Military Selective Service Act of today, which requires that at any time calls for induction under the Military Selective Service Act might be discontinued, the Selective Service System, as it was constituted on the date of enactment of that law (September 28, 1971), shall nevertheless be maintained as an active standby organization with (1) a complete registration and classification structure capable of immediate operation in the event of a national emergency, and (2) personnel adequate to reinstitute immediately the full operation of the System, including military Reservists who are trained to operate such a System and who can be ordered to active duty for such purpose in the event of national emergency.

For the past three years, we have been working diligently to devise a standby system for the Selective Service System. We have, in my view, created that structure; we have established the procedures; and we have established the method of operation in standby which will satisfy the Gates Commission recommendation made to the President. At the commencement of fiscal year 1975, with a reduced structure and a lesser number of offices and people, we have cur-

tailed the costs of the System to the point that we are operating cost effectively to be ready to meet the requirements for national security which might some day need to be satisfied by the induction of personnel to augment the all-volunteer armed force.

I believe that the System as it is today is as it should be for the future. I do not believe that there is any relationship from this point forth to reducing or expanding the size of Selective Service on the basis of success or failure of the all-volunteer force. I think people too often make a mistake when they say, "We will wait to see whether the all-volunteer force is a success before we make our decision concerning Selective Service." This is wrong. The decision has long since been made. It was made before we ever endeavored to seek an all-volunteer armed force, that, notwithstanding the success of such a force, we would at all times require a standby Selective Service System so that in the event this nation had to mobilize its manpower it could do so rapidly and with efficiency as well as fairness of treatment to all



who would be obliged to participate in that mobilization.

I think it is worth saying a lot to our people in the Selective Service System that even with a successful all-volunteer military force, provision of the Military Selective Service Act requires that we maintain a standby structure. Further, this direction is in keeping with policies of the Administration, the will of the Congress, and been made a part of the law—Military Selective Service Act amended in 1971.

Byron V. Pepitone

MEASUREMENT PROGRAM ESTABLISHED

Mr. Byron V. Pepitone, Director, recently established a Selective Service Work Measurement Program to provide a means of forecasting and evaluating manpower requirements, not only in a standby posture but also in case of mobilization. The program is under the supervision of Mr. Raymond F. Wisniewski, Manpower Administrator, National Headquarters. The Manpower Planning office, headed by Mr. James F. LeClair has been delegated responsibility for constructing and implementing the work study measurement indices to be used in this program.

Mr. Pepitone announced the specific objectives of the program are to improve management of manpower, to assist the budget process by providing quantitative manpower data, to provide ongoing control of manpower to improve manpower utilization, and finally to facilitate manpower utilization reviews.

As a minimum requirement for

measuring the work, standards based on established management procedures are used to develop relationships between workload and manpower requirements.

To arrive at valid manpower standards, a minimum of one office for each staffing level authorized by Schedule II are included in the study. Selections are made that all possible variables, i.e., age, race, location, minority, marital status, harassment, walk-in traffic, etc., will be included in the study. At this date, visits have been accomplished at an area office in Georgia, Louisiana, Texas, Tennessee, Illinois, Kansas, New Mexico, Nevada, and Idaho. Visits are planned for Maine, Massachusetts, and New York City.

The work measurement team members from National Headquarters are Lt. Colonel John A. Carls, Operations Division, Mr. Antonio Bruno and Mr. Raymond North.

Manpower Planning.

continued on page 2

RIB REVIEW

During August the local boards mailed the second Summary Classification by Year Group (Report No. 164) and also the second Report of Medical Specialists (RIB Report No. 182).

The Summary of Classification by Year Group showed that the local boards for the most part had accomplished the required reclassification of those registrants born 1955 with Random Sequence numbers below 96.

The Report of Medical Specialists, this time, picked up a large percentage of the June medical updates. The local boards are to be complimented on a fine job in updating the data base of medical specialists.

For the first time, State Headquarters received listings of their medical specialists and National Headquarters was supplied a summary of the medical specialists specialty. This fall when the students return to school, we will publish records in RIB for all medical students, including those born prior to 1953.

The rejection rate of forms prepared by the local boards continues to decline. The national reject rate continued below the Acceptable Quality Level of 1.5%. Again local staff members are to be complimented for their efforts.

The Agenda of Processing Delays (Report No. 146) distributed August included information on records in RIB for registrants born 1955. For the first time there are records in RIB showing registrants to be unclassified. Those few records that indicated registrants unclassified, were deleted and added on Table IV of the List of Classification (RIB Report No. 182).

Near the latter part of July, distribution of a special one-time report showing registrants with 13 year of birth in certain classes was accomplished. This report has helped the local boards completing input for the 1953 group.

Disposal Plans For Certain Alien Files

Recent negotiations with the Department of State and the Justice Department have resulted in agreements permitting the Selective Service System to now implement new disposal programs with respect to alien files.

Previous agreements with the State and Justice Departments required the System to retain (1) all files of aliens who have requested relief from military service, and (2) all files of aliens who have ever been in an available class.

Under the new agreements, no files of aliens who requested relief from military service will be retained beyond the normal disposal time. The SSS Form 130 will be sent to the Immigration and Naturalization Service at the time the file is either destroyed or sent to the Federal Records Center.

Alien files will be retained only if the registrant was last classified in an available class, or in Class 4-C, or in Class 5-A immediately preceded by Class 4-C. This will enable local boards to dispose of files of aliens who were last classified in other classes.

Local Board Technician Is Kentucky Playwright

"A Man Named Will," a mountain drama by Juanita Sheegog, Local Board Technician of Area Office 17, Hazard, Kentucky, recently was performed before large enthusiastic audiences as a part of the Kentucky Bicentennial Celebrations in Hazard.

The play, a first for the author, was based on her unfinished novel about the people of eastern Kentucky in the late 1800's.

Mrs. Sheegog, states "Writing the play was only a small part in comparison to the time spent by the directors, actors, and others involved. We were all very proud to have a part in this production since it was a part of Kentucky's Bicentennial celebration, and we do feel it was a success since The Little Theater has been asked to perform it annually."

SOUTH DAKOTA AUTHOR HONORED

Mrs. Dale Tupper, who retired from Selective Service employment June, was highly honored by the National Federation of Press Women for her newly published book titled DOWN IN BULL CREEK.

Mrs. Tupper was formerly a Local Board Technician in Watertown, S. D. Her book won third place in the book division of the National Federation of Press Women's Communications Contest.

RIDERS GET MESSAGE



Mr. James Jernigan (left) and Mr. Jesse L. Talley

Mr. Jesse L. Talley, Illinois Assistant Chief, Local Board Operations, representing the State Director, is shown presenting a Certificate of Appreciation to Mr. James Jernigan, Charter of Public Relations Representative for West Town Bus Company of Oak Park (Chicago Area). Mr. Jernigan was presented this certificate for his cooperation in displaying Selective Service System registration posters on his buses. This picture was taken aboard one of the buses and the poster can be seen just above Mr. Jernigan's head.

BROTHER AND SISTER LOCAL BOARD MEMBERS

Local Board No. 7 member Peter J. Etchart, Jr. and Local Board No. 16 member Grace Etchart Schaefer, brother and sister, may represent a first; reports Nevada State Director Addison A. Millard.

Peter was appointed a member of the Humboldt County Local Board in September 1967, and has faithfully served since; traveling many miles from his ranch in the sparsely populated sheep country of northern Nevada to and from board meetings at Winnemucca.

Grace joined the members on the Washoe County Local Board 16 in August 1973. She was the second lady member of the second largest local board in Nevada. Active in volunteer and civic organizations in Reno, Mrs. Schaefer is also the mother of two children.

Mr. Millard stated, "I am delighted to have these representatives of the Basque community in Nevada as members of our local boards. Their strong heritage and sense of citizenship have materially assisted in meeting the difficult requirements placed upon local board members. I believe the Etchart family is to be complimented because of the sense of patriotism and civic responsibility demonstrated so well by Grace and Pete."

Registrars Save Registrants Money

Many thousands of dedicated citizens are now serving their communities and the Selective Service System while performing the duties of Volunteer Registrars. Colorado Director, Mr. Fred W. Obitz, writing in Colorado's monthly newsletter, lauds the role of his State's registrars for another important reason:

"With local board offices existing now great distances from the homes of many of the young men required to register, it is interesting to speculate upon how many dollars young men save by being able to register in their communities instead of being required to travel to a local board office site. Since we register approximately 2,000 men per month, the savings could realistically run into the hundreds of thousands of dollars annually."



Recent Awards and Retirements



Mr. John D. Dewhurst, Deputy Director (right), presents Colonel James E. McDonald, Jr., the Exceptional Service Award upon the occasion of his retirement from the Office of the General Counsel, National Headquarters.



California State Director, Mr. Carlos C. Ogden, presents Mary Louise Armand (center) and Gina Morey (right) each a Meritorious Service Award upon the occasion of their retirement. They had a combined total of 55½ years with the System.



Kentucky Adjutant General Richard Frymire, left, presents 1st Sgt. Frank J. Hickey, former Kentucky State Headquarters employee the Exceptional Service Award in behalf of Mr. Byron V. Pepitone, Director. Sgt. Hickey earned the award for saving the System more than \$16,000.00 during reorganization of Kentucky's local boards.



Mary E. Davenport, Pensacola, Florida presented the Meritorious Service Award by Florida State Director Colonel J. P. Pierce during ceremonies where she also received a lapel pin and a desk set for her 32 years service.



Major General Wilfred C. Menard, Jr., Chief of Staff, New Jersey Department of Defense, recently praised Mr. Edward A. Kelly, Jr., President of the New Jersey County Clerks Association for the significant number of young men the 21 county clerks of New Jersey are registering with Selective Service each month.



Mr. Edwin V. Berry "the father of Selective Service in Franklin County, Maine" is obviously pleased at the testimonial dinner, provided by the United States Air Force, honoring him for his career spanning more than 30 years with the System. Major Barbara Darden, U.S. A.F. Area Commander for Maine, Vermont and New Hampshire assists in displaying the beautiful cake while Air Force recruiter, Master Sergeant Wilfred Cloutier looks on.



New Jersey State Director, Mr. Edward J. Henderson (left) presents Mrs. Helen Leahy of Local Board No. 22, Hudson County, a Certificate of Appreciation for her recruitment of volunteer registrars and her registration efforts. Offering congratulations were Mayor William V. Musto of Union City (right) and Mr. Peter Bugni, Mrs. Leahy's supervisor at the New York Telephone Company.



Colonel Richard V. Peay (right), for Utah State Director presents Col. Delmore E. John (Ret.), Deputy State Director for Utah, the United States Force Legion of Merit and the Selective Service Distinguished Service Award. The citation noted Colonel John's standing contribution to the success of the Selective Service System.



Director Byron V. Pepitone (right), presents the Exceptional Service Award to Major David D. Chase, Operations Division, National Headquarters, upon his recent release from duty with the System.



Mr. John Dewhurst, Deputy Director, presents Thirty-year Certificates of Appreciation to Mr. Leonard F. Mehrtens, Manager, Operations Division and Deputy State Director for Louisiana, and to Mrs. Lois R. Bonano, Operations Staff Officer.

ENLISTMENT OF NONCOMBATANT C.O.'S PERMITTED BY ARMY

Registrants who are noncombatant conscientious objectors in Class I-A-O, as well as those classified in Class I-H, who obtain favorable advisory opinions from Selective Service, are now eligible for enlistment in the medical career management field providing they meet the eligibility criteria.

The Department of Army recently accepted the Selective Service System proposal to change Regulation 601-210, to permit the enlistment of registrants classified. The message from the Department of Army, making the changes effective, said in part:

... Selective Service Registrants classified as I-A-O noncombatant conscientious objectors may be eligible for three years in the medical career management field. . . .

... Individuals in Selective Service Class I-H, who desire to be eligible for three years as noncombatant conscientious objectors in the medical career management field, should be advised to obtain Selective Service System SSS Form 150 from the Selective Service local board, to complete it, to obtain supporting letters that substantiate the claim, and to send all these documents with a letter expressing the individual's desire to enlist in the Army to HQQA (DAPC-PAS-S) Alexandria, Va. 22332. The case will be reviewed for adequacy of information and forwarded to the Regional Headquarters, Selective Service System for an advisory opinion. Upon review and determination, an advisory opinion will be rendered as follows: Based on the information submitted in the SSS Form (name), it is the opinion of the Director that if (name) were classified at this time, it appears that he would (or would not) be eligible for Class I-A-O. The advisory opinion will be returned to the Army and then to the individual. Favorable advisory opinions rendered on I-H applicants will be sufficient evidence for enlistment for three years as noncombatant conscientious objectors in the medical career management field. . . . No individual who is currently classified I-H and desires to enlist as a combatant conscientious objector in the medical career management field will be permitted to so until a favorable advisory opinion from the Selective Service System has been obtained."

NATIONAL SERVICE

Remember when the Military Selective Service Act was officially known as The Universal Military Training and Service Act? From 1951 until 1967, when the 90th Congress further amended the Act of 1948 and changed the name to the Selective Service Act of 1967, the concept of Universal Training and Service was reflected in both the title and provisions establishing a National Security Training Corps (NSTC). The purpose of the NSTC, for which statutory authorization continued until 1971, was to provide a vehicle for the selective induction and basic military training of young men for whom induction into the regular armed forces was deemed either unnecessary or inappropriate. The appearance of the word "universal" in the title suggests that, in application, the law was intended to apply to all, not to only a selected few.

In a real sense, the NSTC was a step toward "National Service," a concept in which selected and qualified young men perform service to the nation—including military service—for a specified period. The idea of "owing" service to one's community and country is not new; indeed, it is as commonplace even today in several areas of the world as it was when "to provide for the common defense" meant that everyone had a job to do in the community interest; from attending the sick and wounded or providing for adequate stores of food and water, to guarding the horses or standing watch on the walls.

In the lexicon of today, National Service is interpreted to reach well beyond purely military service. Indeed, military service may represent only one of an expanding number of alternatives for service to one's country.

It is in this connection that recent surveys of public opinion are of interest to proponents of the national service concept. More than half of all persons polled favored a national service program in which a year of service would be mandatory for able-bodied young men. The individual would have the opportunity to choose between military service or nonmilitary service such as VISTA or the Peace Corps.

Most men who were surveyed indicated they preferred nonmilitary service, as it would be an opportunity for enrichment of both the country and the individual.

Registration Message Gets Big Boost

The "Registration Message" is now appearing on inserts or flyers which many patriotic organizations around the Nation are including with their mailings of monthly statements or other materials.

Through the efforts of many State Headquarters Staffs and the splendid cooperation of interested citizens, more individuals everyday are made aware of the continuing requirement for young men to register with Selective Service.

Banks, public service utility companies, city and county administration offices and other institutions in the private sector are to be congratulated for their public spirited assistance in informing millions of the registration requirement.

Republican Committee Reminded of SSS Registration Requirement

Mr. George J. Rios is the Deputy Assistant Director, Civilian Complaint Review Board for the New York City Police Department and a member of the Advisory Committee to the Spanish-speaking Community of the Republican National Committee in addition to serving as a member of one of the New York City Selective Service Appeal Board Panels. Recently, Mr. Rios called to the attention of Congressman Manuel Lujan, who chairs the Advisory Committee to the Spanish-speaking community of the National Republican Committee, the need for wide publicity regarding the requirement that young men are still required to register with Selective Service.

Mr. Rios noted that the widespread publicity given the "end of the draft" had failed to properly publicize the fact that the requirement to register continues, and suggested efforts by the Republican National Committee to have included in any pronouncements by The President or other high government officials that mention "the draft," a reminder that the responsibility to register continues.

Congressman Lujan responded with his assurance that he would call to the attention of the Republican National Committee as well as other members of the Congress, the importance of reminding young men of their responsibility to register with Selective Service.

New Mexico Board Member Congressional Medal of Honor Recipient

Mr. Hiroshi Miyamura, board member of McKinley County Local Board since 1962, was awarded the Congressional Medal of Honor for his heroism during the Korean Conflict.

On the night of April 24, 1951, Sgt. Hiroshi Miyamura, machine gun squad leader, seeing his men in imminent danger, killed over 60 Korean communists—10 in hand-to-hand combat.

In the initial assault, he personally gave first aid to the wounded squad members and directed their movement to safety. After another assault by the Reds in his part of the line, he manned his machine gun until all ammunition was gone, then ordered the remaining members of his squad to withdraw while he remained behind alone to put the gun out of operation and to keep it from falling into enemy hands. He bayoneted his way through an enemy cordon to another U.S. gun position which he helped man.

In a lone stand and severely wounded, he killed more than 50 Reds before he ran out of ammunition. Despite his wounds and lack of ammunition, he continued to fight back with whatever weapon he could lay his hands on until he was overrun and captured. Sgt. Miyamura remained a prisoner of the communists for a period of three years.

INFLATION?

Postage rates are high, but not as high as a Louisiana registrant thought. State Director Thomas Bonner, of Louisiana, reports that one of his registrants sent \$3.00 in cash with his SSS Form 127 returned in a "franked" envelope. When they returned the man's money, he said he thought the "Penalty for Private Use, \$300" meant he owed \$3.00 postage for use of the envelope.

WORK STUDY Continued

The work measurement study is designed to help management improve the utilization of manpower in reaching assigned or agreed upon goals. The study is not a substitute for operational or budgetary requirements but a means of providing a credible and defensible basis for arriving at our manpower needs.

Admission Requirements For Courts Presented By System's General Counsel

Mr. Peter T. Straub, General Counsel, Selective Service System, has offered to personally sponsor attorneys connected with the System who desire to be admitted to practice before the Supreme Court of the United States and the United States Court of Military Appeals.

For those who are interested, the Supreme Court requires applicants to have been admitted to practice for three years in the highest court of a State, Territory, District, Commonwealth, or Possession.

The Court of Military Appeals requires applicants to have been admitted to practice in a federal court or the highest court of a State, Territory, Commonwealth or Possession. The Clerks of Court will furnish instructions and application forms upon request. They are:

The Honorable Michael Rodak, Jr.
Clerk, Supreme Court of the
United States
1 1st Street, N.E.
Washington, D. C. 20543

The Honorable Michael W. Katen
Clerk, United States Court of
Military Appeals
450 E Street, N.W.
Washington, D. C. 20442

Anyone desiring Mr. Straub's assistance or personal sponsorship should contact him at the Office of the General Counsel, National Headquarters.

LANSING 'LIGHTS' THE WAY



The "Registration Message," pictured above, was viewed by thousands as it appeared atop the City of Lansing Parking Ramp from June 28 to July 5, 1974.

Captain Terry Tisdale of the Selective Service Section, Michigan Army National Guard made the arrangements for the display of the message. In civilian life Captain Tisdale serves as Personnel Manager for the City of Lansing, Board of Water and Light.

Alternate Service "Wonderful Opportunity" Says, Alaska C. O.

Another very complimentary letter has been received, this time from an Alaskan conscientious objector, concerning his alternate service assignment.

In his letter to the State Director, written just two weeks before his assignment terminated, Mr. Frank W. Carruthers of Juneau, Alaska, stated "I would like to take this opportunity to thank you for this wonderful opportunity I have had to serve my country and the human race. During these two years

I have learned much about patience, fortitude, forbearance, love, rectitude and most important the spirit of service. For it is only through selfless service that our beliefs become deeds and not mere words. Through service one can show the reality of loving one's neighbor above himself. This I think is the most valuable lesson I have learned in these two years. A lesson I feel will illuminate my service to the world of humanity in the years to come."

Thank you, Mr. Carruthers for taking the time to express your appreciation to your State Director of Selective Service.

"I TRIED TO REGISTER

Quoted below, with certain tions, is a copy of a letter recd from a young man who was to register:

"I tried to register in . . . Co shortly after my 18th birthday to find I couldn't register in County anymore. They could tell me where to register. I lo in . . . telephone directory to the address of Selective Se board which is . . .

"I went there and there was such place. (The board was m from . . . Avenue to the Post O Building.) Some boy on the s (I couldn't find anybody else, could tell me anything) told had been moved to the bui across from . . . Hospital. I y there and no draft board. Tol it was on . . . Street. As you k it wasn't. I went to the unemp ment office—they told me I c find you across from Sears Central. So I go to the induc station and they don't know w you are. I tried to stop a policeman while in a no-par zone to ask him where you v only to have him wave and smi me. As soon as I could find s one to tell me where to regist did. Everytime I tried to find where to register the only answ could get was why register. Not else does. I did the best I could if that is not good enough the what you have to."

Unfortunately there are p ably other young men who had similar experiences while tempting to register. Be sure young men in your commu know where they can register.



Selective

Service NEWS

SEPTEMBER 1974

Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1968.

This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act, or any other acts of Congress.

Communications should be addressed to: Registrant Information Section, National Headquarters, Selective Service System, 1724 F Street, N.W., Washington, D.C. 20435. (For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.) Price 25 cents (single copy). Subscription price: \$2.00 per year; 50 cents additional for foreign mailing.

NATIONAL HEADQUARTERS

SELECTIVE SERVICE SYSTEM

1724 F STREET, N. W.
WASHINGTON, D. C. 20435

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
SELECTIVE SERVICE SYSTEM





Selective Service NEWS

Wall Street Journal Heralds Registration

APR 8 1975

a front page story, the religious Wall Street Journal even nationwide publicity the fact that all young men still register with Selective Service.

The article stated: "The man may have died, but the Selective Service System is alive and well in Washington and in draft boards all around the country. Its machinery is oiled and running, registers two million 18-year-olds and issuing them draft orders. The System still holds its annual lottery, matching the birth dates of registrants with random numbers, just in case the draft is suddenly resumed." Hundreds of indictments were cited, charging Military Selective Service Act violations—657 indictments in the first half of 1974, to be exact. The most common

charge was failure to register, with late registration next. The Journal did not find statistics that reflected any notable difference before or after the advent of the All Volunteer Military Force, but the story surmised that most of the charges were filed after the expiration of induction authority. In all, 2,328 indictments for Selective Service Law violations have been filed since the end of inductions.

Again quoting: "Most of those convicted are fined and placed on probation. Of 3,495 defendants tried last year, many of whom were indicted in previous years, 977 were convicted; of these 717 were fined or put on probation, and 260 received prison terms averaging 17.5 months. In 1972, the last year of the draft, 4,906 defendants were tried,

1,642 were convicted, 1,184 were put on probation and 568 received prison terms averaging 22 months."

The Journal story cited six indictments in March of 1974 in Pittsburgh, Pennsylvania, for failure to register. All six had presented themselves for registration, but after the time period specified for registration.

"The Selective Service Law calls for prosecution when there is deliberate intent not to register in a timely manner. The charge brought by the Department of Justice for late registration is the same as the charge for nonregistration—failure to register. The maximum penalty being five years in prison and a \$10,000 fine. A Department of Justice memorandum instructs United States Attorneys, to prosecute

late registrants, such as the six in Pittsburgh, unless there is compelling justification for the delay," said the story.

The Journal reported that some young men avoided prosecution by voluntarily enlisting in the Armed Forces. The precedent for this action stems back to the days when induction authority existed and United States Attorneys allowed young men to submit to induction to avoid prosecution.

The front page story in the Wall Street Journal has done much to "spread the word" that all young men are still required to register. It generated many editorials in popular daily newspapers across the nation, resulting in more publicity for the registration requirement.

☆ ☆ ☆ ☆

"MRE" test-run in Texas



Mobilization Readiness Exercise, planned for all states, was test-run in Texas last August. The Texas National Guard Selective Service Section was briefed on the exercise by Colonel Melvin N. Glantz (State Director for Texas) and Mrs. Frances Glantz (Training Technician) look on.

The problem solving by role playing was the plan of procedure in a Mobilization Readiness Exercise (MRE) held in Texas State Headquarters the week-end of August 18. Members of the Texas National Guard Selective Service Section were the role

players.

The training exercise was prepared by the Operations Division of National Headquarters with coordination by the Manpower Administrator. It was designed to provide realistic training for Reserve and National Guard officers. The

MRE training will prepare these officers to assume their assignment of augmenting the System should an emergency ever cause that need to arise.

The thrust of the MRE was to require the members of the section, based on given assumptions, to expand the organization in the state from its present standby configuration to an effective organization for emergency operations.

Observers from National Headquarters of the test-run of the MRE in Texas were: Mr. Barber of the Operations Division, Colonel William Dickinson and Captain Joseph L. LaCroix of the Military Personnel Management Section. They have made necessary modifications and revisions of the MRE requirements for System-wide use.

The State Director for Texas, Colonel Melvin N. Glantz and his State Headquarters staff were on duty throughout the week-end exercise, serving as

evaluators and advisors. Each staff member was the evaluator of his counterpart on the MRE staff.

The Texas test-run was the introduction of the MRE technique in the Reserve training program. The members of the Texas National Guard section showed enthusiasm for the MRE and indicated that it was interesting, challenging, and productive. The problem-solving method of training permits trainees to quickly identify areas in which they may be deficient.

Colonel Glantz praised the accomplishments of the members of the National Guard section and said he believed the MRE was the best training he had seen in a long time.

The complete training packet was modified to incorporate suggestions resulting from the experience gained in Texas and has been distributed to all State Directors for their use.

Fiscal Year 1975

The fiscal year of 1974 has been an eventful one in the history of the United States. It was the first complete fiscal year since 1948 that the President lacked the authority to induct young men into the military service.

We operated the System with considerably less funds than the amount requested and in the September 1973 issue of this paper I urged, in the anticipation of reduced funding by the Congress for fiscal year 1974, that we would have to "do more with less—spread our resources and people further—and to guarantee that we settle for nothing less than maximum efficiency in our daily efforts." I am most pleased to acknowledge the splendid support I received from all of our employees—compensated and uncompensated alike.

Now as we face fiscal year 1975 I know that again I can count on your support.

Our path during the recent deliberations of the Congress on our budget for fiscal year 1975 was not without peril. You are aware, I am sure, of the fact that the initial Senate action was to appropriate an amount which could in no way sustain the Selective Service System in its present posture capable of

satisfying minimal requirements of the Department of Defense. It was even less than the estimated costs required to close down the System. However, the logic in behalf of the need to retain a viable standby operation as a safeguard for the nation prevailed. Although the appropriation authorization finally approved by the Congress for fiscal year 1975 was less than requested it was not so much less that it should seriously detract from an effective performance of our mission. The local board concept as required by the Military Selective Service Act can and will be retained, our respected and dearly valued volunteer workers will remain on our rolls, our stated requirement for compensated positions has been honored and we believe we will be able to maintain the readily available manpower pool necessary to meet the minimal requirements of the Department of Defense should augmentation of the All Volunteer Force be necessary in time of tension. However, we must effectively concentrate the expenditure of our available funds to those actions which contribute to the maintenance and continuation of the effective standby System and in direct ratio to the relative importance of

each of such actions.

During the period of time since the induction authority has expired we have become aware of the fact that our mission to register the nation's young men has been severely handicapped by the misconception on the part of a large segment of the American public that the requirement to register no longer exists. We must continue to exert all our efforts and make maximum use of funds available for travel and advertising actions which are designed to improve our registration efforts. With the limited funds we have, it becomes essential that we receive maximum return for all of those funds. In support of the state level activities in this area, National Headquarters has available modular training aids, posters, billboard signs, TV and radio material. State Directors have been encouraged to requisition and utilize this material, and all personnel—compensated, uncompensated, Reserves and National Guard—are urged to assist in its effective use and distribution.

During the past several months our attention has necessarily focused on the collocation and reorganization actions which Standby required. I do not anticipate that there will be any significant continuation of



these actions in fiscal year 1975. We have therefore suggested to the Directors that a review of all board administrative sites be made with the intent of guaranteeing they are safe and conducive to maximum work efforts.

The wheels of progress never cease and I am now discussing with representatives of the Office of Management and Budget our vision and funding for fiscal year 1976. In this respect every one of us associated with the Selective Service System will play a significant role. I am sure that the abilities of the System will effectively accomplish its mission in fiscal year 1975 with a substantial role in assuring a fiscal year 1976 posture.

Byron V. Pepitone

INDEX-74 IN PROGRESS



INDEX-74, a training exercise within the Selective Service System, got under way on August 20, 1974 as umpires from the 20 participating states met for orientation in National Headquarters.

Since mid-August, 20 states have been participating in INDEX-74, a training exercise within the Selective Service System to test induction processing capability and to give selected elements of the System

some practice in administering an induction call.

Before the exercise, the Director, Mr. Byron V. Pepitone, said: "We are not expecting a resumption of induction calls, but are conducting this training

exercise to test our ability to fulfill our standby mission of preparedness."

Selective Service had more than 7,500 compensated employees in 1972 when the last induction orders were issued. In standby, there are now 2,500 compensated employees. INDEX-74 is giving the System the opportunity to test skills and procedures that have not been used since December of 1972.

The Director added: "This exercise is part of our support of the All-Volunteer Force, and will insure our capability to react to Department of Defense requirements in the event induction authority were to be restored by the Congress as a result of a national emergency."

At the outset, an INDEX-74 Headquarters was established in National Headquarters to supervise and coordinate the

training exercise. Colonel M. A. Hawkinson was designated as the exercise director. Umpires were chosen from State Headquarters staffs of the states that participated. The exercise began with an orientation meeting of the umpire National Headquarters on August 20, 1974.

Simulated RIB records were established for local boards participating in INDEX-74. The Computer Service Center INDEX-74 Headquarters determined, for purposes of the exercise, that registrants with RSN 001-020 had previously been examined and found acceptable. Local boards simulated orders for induction of alternate service for registrants with RSN 001-010 in accordance with established record processing procedures in

CONTINUED on page 6

HOW TO "SELL" REGISTRATION



These special gimmicks are icing on the cake. The cake itself is a consistent information program—which doesn't require the services of a highly trained or experienced information specialist—but it does require plugging away with every usable information channel available. It goes without saying that there are not many million dollar computerized score boards like the one in Veterans Stadium in Philadelphia available to you, but there

are marquee-type signs that may be available, and these are extremely effective.

State Directors, State Headquarters Staff Members, or Area Supervisors will most usually be welcome guests on radio-TV talk shows or for newspaper interviews about what is happening in Selective Service now—this is particularly true in small towns.

Called news conferences should announce some hard news, but they can also con-

tain reminders about registration. Coverage in the hard news sections of newspapers and on radio-TV newscasts is an excellent way to reach the public. Remember, there is a big difference in publicity and news. A called news conference should contain news.

Information releases forwarded to local news media outlets can cover the complete gamut.

One of the most important

aspects of a successful information program is keeping in touch with the media people. In less populated local board site areas, the compensated personnel may be personally acquainted with the media people. There are occasions when the newspapers and radio-TV stations are begging for material to fill space and time—and there are occasions when only a major event would find its way into the paper or

CONTINUED on next page

CONTINUED from Page 3

on the newscast.

The Police Chief in Bath, Ohio offers the public 24 hour, seven-days-a-week registration service by use of police cadets as Selective Service registrars.

The State Director of Minnesota writes a senior letter which is mass distributed to all high schools in Minnesota with enough copies for each male senior.

In New Mexico, a local board member who also serves as registrar for his local board has recorded announcements in the Indian language dialect spoken in the area.

In Massachusetts, a registrar recorded announcements in the Chinese language for use in Boston's Chinatown area. He also has his place of registration marked with a sign in English and in Chinese.

In Chicago, all fire stations are Selective Service registration sites and this fact has been given wide publicity in the media.

Also in Illinois, the State Director has urged the Illinois Congressional Delegation to mention the requirement to register in their newsletters to constituents.

In New Mexico, Reserve and Guard officers, State Headquarters Staff members and local board employees have set up information and registration booths during college registration days at all their colleges... taking address changes for local boards in addition to providing information and registrant services.

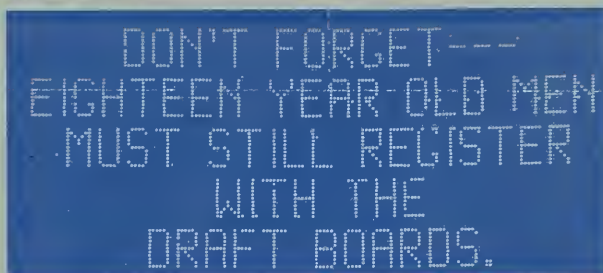
In Massachusetts, several major industries are displaying Selective Service posters in the time-clock area.

In Ohio, industrial plants are displaying registration posters. Some of the plants are: Goodrich, Goodyear, General, National, Cardinal, Mohawk, Babcock, Wilcox, Owens-Illinois, Libby-Owens-Ford, and Sun Oil Company.

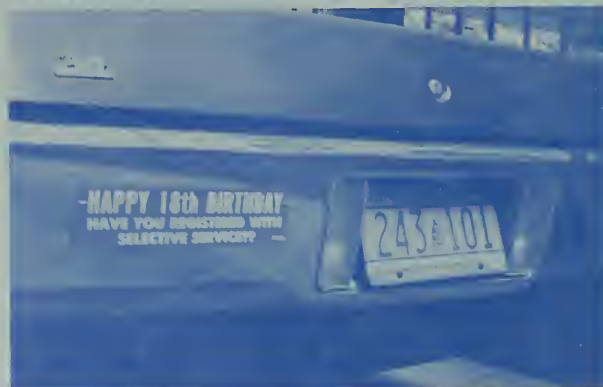
The Firestone Company has agreed to display posters in their plants in Arkansas, California, Georgia, Illinois, Indiana, Iowa, Kentucky, Louisi-



Our most high flying idea comes from the State Director of Rhode Island and the Rhode Island Selective Service Reserve Unit. Through their efforts, the Goodyear Blimp MAYFLOWER reminded thousands of spectators at the America's Cup 12 Meter Sailboat Races that young men must still register. The races were from mid-August through mid-September in Newport, Rhode Island. Each evening from 8 to 10 p.m. the MAYFLOWER's "Skytacular" signs spelled out the reminder: "The Draft has ended, but registration hasn't. Selective Service reminds you to register at 18." There are 1,540 tiny lights on each side of the Blimp that spell out the words. This registration reminder was used first in Rhode Island, but there is the possibility that this same idea may be used in other states. If a Goodyear Blimp is scheduled to fly the skies over your state, it might be well to contact the Goodyear Public Relations people requesting their public service help. Contact should be made as early as possible.



Mr. William Gargano was a Sergeant in the Army on recruiting duty in Philadelphia before his retirement from the Army. Today, he is with the Executive Offices of the Phillies National League Baseball Club. He says Selective Service helped him when he was a recruiter, so he's glad to help Selective Service now—with the above reminder on the million dollar computerized score board at Veterans Stadium in Philadelphia. The fans at home, and on TV, see the reminder.



Displayed on a Washington, D. C. car, this bumper sticker originated on the West Coast in the State of Washington. Thanks to Mr. R. G. "Dick" Marquardt, the State Director for Washington, for this idea.

siana, Michigan, North Carolina, Ohio, Oklahoma, Pennsylvania, South Carolina, Tennessee, Texas, and Virginia.

Some of these ideas have been used in several states, and have proven successful:

Establishing information and registration booths in county and state fairs, in shopping malls, or any such appropriate place.

Furnishing material schools for current information on Selective Service to be used by Civics or Government departments in classroom instruction.

National Headquarters has supported the states on almost all kinds of information material. Four color posters were distributed on the general theme of registration, two reminding young men to register, one reminding registrants to keep their local board informed of their current address, and one offering registration by mail. Other registration reminder posters are printed in Spanish and in Indian dialect.

Inserts, suitable for mailing with utility bills, have been printed and offered to the states.

Suggested spot announcements for use on radio and TV have been written by professional writers, and have been recorded and offered to the states, along with 35mm full color slides for use on TV.

Sample news releases for use at all levels have been furnished. One of the recent additions to the informational materials from National Headquarters is the full size outdoor billboard reminding young men to register. Thanks for the billboard idea to Colonel Donald H. Collins, the State Director for South Carolina.

In localities where Reserve Units or National Guard Sections normally drill, some states have kept area offices open after normal office hours using the volunteer services of the Reserve or National Guard officers, with adequate local publicity telling where and when.



LTC John Wirtz

Believe it or not, there was induction in Ohio recently! Lt. Colonel John Wirtz (USAR-Ret.), a Selective Service Reserve Officer, was inducted into the Ohio High School Athletic Hall of Fame on August 1, 1974. He coached football at Saint Ignatius High School in Cleveland and at Mary's High School in Columbus during his 30 seasons coaching, with a career record of 175-48-9. Lt. Colonel Wirtz will retire on Reserve activities on October 31, 1974.



COL Bier

LTC Lord

Colonel Robert A. Bier (USAR-Ret.), former Chief Medical Officer for National Headquarters, died at age 74 on August 2, 1974. Dr. Bier served in the Army during both WW I and WW II, staying on in Europe for a time following WW II to establish pediatric clinics for dependents of the Army of Occupation. In Washington, he had an active pediatric practice in addition to work with the D. C. school system and Selective Service. Interment was in Arlington Cemetery.

Lt. Colonel Everett J. Lord (AUS-Ret.), 72, suffered a fatal heart attack at Walter Reed Medical Center on August 21, 1974. He had been a Washington, D. C. resident for 31 years, serving as a member of the old Field and Manpower Divisions of the National Headquarters Staff from 1943 until his retirement in 1968. Interment was in Arlington Cemetery.



COL John H. Piasecki

Colonel John H. Piasecki, the Administrator of the Region VIII Service Center since 1971, retired on October 1, 1974. Colonel Piasecki plans extended travel and says he may complete a few courses in law school. Prior to joining Selective Service, he was Deputy Director of the Reserve Pay Division for the Air Force Accounting and Finance Center in Denver.

Colonel Piasecki was instrumental in developing the management concepts for the Region VIII Service Center in Denver. In April of 1973, the disbursement control function for the entire Selective Service System was transferred to the Region VIII Service Center



LTC Edward G. Pagano

during his tour as Administrator. Through his organizational ability, procedures were evolved that expedited the more prompt payment of bills for the entire System, with greatly improved accounting efficiency.

The newly appointed Administrator for Region VIII is Lt. Colonel Edward G. Pagano, a native of Alaska. He has served on active duty with Selective Service since 1966, reporting for duty as Deputy State Director, and was appointed State Director for Alaska in February 1971.

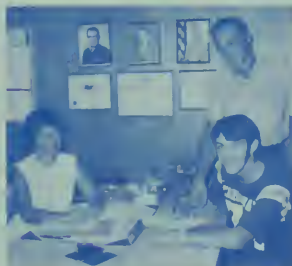
Lt. Colonel Pagano and his wife, Jean, have three children, Frank, 17; Bobyn, 16; and Milton, 10.

Retiree Honored



While visiting the Tennessee State Headquarters recently, Deputy Director John Dewhurst presented the Selective Service Meritorious Service Award to her Tennessee Area Supervisor Mrs. G. Key.

Registers Husband ... then Son



The Moore Family

When Robert E. Moore was discharged from the Army in 1952, he was registered for Selective Service by Miss Janet Bartlett, the assistant clerk in the Perry County, Kentucky Local Board. Later, they became Mr. and Mrs. Moore. This summer, she completed the cycle by registering their 18 year old son, William, at the Area Office in Hazard, Kentucky, where Mrs. Moore is now the Executive Secretary.

Legion of Merit



Colonel Taylor L. Davidson, the State Director for Kentucky, presents the Army's Legion of Merit to Colonel Henry L. Bethel, Jr. (center) following his retirement from active duty with the Selective Service System after more than 27 years of Service. Another former Kentucky State Headquarters Staff Officer, Colonel Marshall A. Sanders, looks on.



New PIO



MAJ Ernie Howard

A new Public Information Officer has been assigned to National Headquarters replacing Mr. Willard Campbell, Jr., who has joined a private public relations firm.

Major Ernie Howard began a career in broadcasting in 1942, left it for three years of military service during WW II, then returned to radio and TV until his recall to active duty with Selective Service in 1967.

Ernie claims to have worked at almost every possible job in radio and TV. From Texas and Oklahoma stations, he "migrated" in 1948 to Little Rock, Arkansas where he worked in both radio and TV with the NBC affiliate. Later, he and his wife bought a small radio station in Berryville, Arkansas. Upon sale of the station, Ernie returned to his former employer in Little Rock as director of the radio-TV news bureau. Major Howard reported for active duty with

Selective Service in July of 1967.

His first duty assignment was in the Arkansas State Headquarters, then for a period of time in 1970 he was a member of the National Headquarters Inspection Services Division assigned to Chicago. He joined the Texas State Headquarters in 1971, serving there until his recent assignment to National Headquarters.

For all your PIO questions and with story information for SELECTIVE SERVICE NEWS, Ernie may be reached at 202/343-7154, Operations Division, National Headquarters.

INDEX-74

CONTINUED from page 2

Registrants Processing Manual. Orders for Armed Forces Examination were simulated for other registrants with RSN 030 or below.

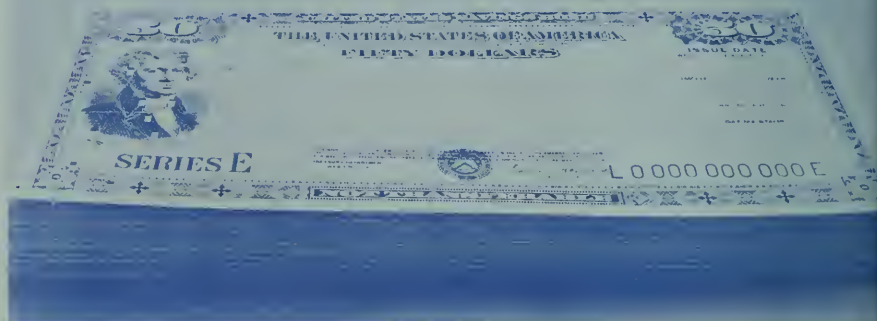
During the course of the exercise, various incidents (registrant claims, etc.) were injected into processing procedures by the umpires. Local boards were expected to take appropriate action in accordance with the RPM. For purposes of the exercise, the umpires also simulated the determinations which normally

would have been made Armed Forces Examining Entrance Stations.

Evaluation of the exercise will be made in November both on-site evaluation at local boards and by examination RIB output reports to determine the capability of the System to perform its mission and the value of the exercise itself.

The evaluation of INDEX-74 will indicate whether the Selective Service System is complying with the will of Congress to be "capable of immediate operation in event of a national emergency."

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Selective

Service NEWS

OCTOBER 1974

NATIONAL HEADQUARTERS
SELECTIVE SERVICE SYSTEM
1724 F STREET, N. W.
WASHINGTON, D. C. 20435

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
SELECTIVE SERVICE SYSTEM



Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1968.

This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act, or any other acts of Congress.

Communications should be addressed to: Registrant Information Section, National Headquarters, Selective Service System, 1724 F Street, N.W., Washington, D.C. 20435. (For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.) Price 25 cents (single copy). Subscription price: \$2.00 per year; 50 cents additional for foreign mailing.



Selective Service NEWS

DEPOSITORY

MAY 23 1975

RECONCILIATION SERVICE PLAN ANNOUNCED

In September 16, 1974, President Gerald Ford announced his reconciliation plan for Vietnam era draft dodgers and military deserters. The proclamation issued on that date, the President said: "They should be allowed the opportunity to earn return to their country, their communities and their families, upon their agreement to a period of alternate service in the national interest, together with their acknowledgement of their liability to the country and Constitution."

The President delegated to military departments, the United States Attorneys, and the Clemency Board the responsibility to review and consider each individual case and make the determination of the number of months of alternate service that is appropriate for the individual to receive clemency. The President delegated to the Director of Selective Service the responsibility for administering the alternate service phase of the reconciliation plan.

Persons eligible for reconciliation fall into three basic categories: (1) military deserters not in confinement, (2)

persons under indictment for violations of the Military Selective Service Act, and (3) persons convicted for violations of the Military Selective Service Act or the Uniform Code of Military Justice.

Deserters must present themselves to the military department from which they absented themselves. The military department then administers the President's order and makes a determination of the number of months of alternate service to be performed in order for the deserter to earn a clemency discharge, which is conferred only after the alternate service has been completed.

Selective Service evaders must present themselves to a United States Attorney, who administers the President's order and makes a determination of the number of months of alternate service to be performed in order to clear the individual's record and avoid prosecution in the Federal Courts.

Post conviction cases must present their pleadings to the Clemency Board for review on an individual case basis for a recommendation of executive

clemency in their cases. Where appropriate, the board may recommend clemency, conditioned upon completion of a period of alternate service determined appropriate by the clemency board.

Only after these preliminary steps have been completed does the Selective Service System become involved in reconciliation processing. The State Directors are responsible for the administration of the program in their respective states under the regulations and instructions issued by the Director. A returnee may enroll for reconciliation service at an Area Administrative Site or a State Headquarters. After enrollment, all subsequent administrative work on reconciliation processing is the responsibility of the Director or a State Director of Selective Service.

Upon enrollment, the returnee must report to a Selective Service official. The State Director in the state in which the returnee indicates residence has the responsibility for placing the individual in a reconciliation service job.

After reporting, the returnee

has 30 days to find a job which qualifies under the guidelines. The job must promote the national health, safety or interest, be with a non-profit organization and not interfere with the competitive labor market.

If the returnee finds a satisfactory job, he should notify the State Director ten days before the end of his 30-day period, so the position may be verified. The State Director may assist the returnee in finding a satisfactory job.

Once the returnee goes to work, he should address all questions to the State Director of the state in which he is working. The returnee is obligated to work at the assigned job for the designated period, follow the employer's standards and work a minimum of 40 hours per week. When the work period is completed, an appropriate certificate of completion is issued by the Director of Selective Service.

The posture of the Selective Service System with regard to reconciliation processing is placed in perspective by the comments on page 2 by Director Byron V. Pepitone.

President Names Clemency Board

When announcing his Amnesty Plan, President Ford named a nine member Clemency Board to review cases and make recommendations for executive clemency for individuals convicted of violations of the Military Selective Service Act or deserters under the Uniform Code of Military Justice.

The Clemency Board is headed by the Honorable

Charles Goodell, former Senator from New York. Other board members are: Dr. Ralph Adams, President of the Troy (Alabama) State University, a Brigadier General in the Alabama National Guard and a former State Director of Selective Service for Alabama; Mr. James P. Dougovito, an instructor and full-time teaching aid of minority students at the Michigan Technical University and a Captain in the Michigan

National Guard; The Honorable Robert H. Finch of Los Angeles, California a law partner in the firm of McKenna-Fitting-Finch, the former Secretary of HEW, and a counselor to President Nixon; Father Theodore Hesburgh, the President of Notre Dame University and a member of the committee for the all-volunteer army; Mr. Vernon E. Jordan, former executive director of the United Negro

College Fund and present executive director of the National Urban League; Mr. James May, executive director of the Paralyzed Veterans in Washington, D.C.; Mrs. Aida Casanas O'Connor, Attorney at Law and assistant counsel of New York State Division of Housing and General Lewis W. Walt, former Assistant Commandant of the United States Marine Corps, with 34 years active duty in the USMC.

... AN ACT OF BENEVOLENCE ...

On the morning of September 16, President Ford, by Proclamation, kept the promise he originally made before the convention of the Veterans of Foreign Wars on August 19 "to lend the weight of his Administration to the side of leniency" as this nation considered the aftermath of the Vietnam conflict and the impact which it has had on the young people of this nation.

The problems which Mr. Ford considered as he made his announcements to the Veterans of Foreign Wars convention were the problems suffered by the thousands of young men of the nation who, in one of several ways, made a mistake. The mistake these young men made ranged from that of avoiding or refusing the obligation to serve their nation as military personnel by evading induction under the Selective Service Act on the one hand to the mistake of violating the Uniform Code of Military Justice by desertion from the armed services. Of both groups, thousands are still at large within the United States and outside the boundaries of our country, but all are in hiding from the law.

It was the President's intention, in his Proclamation of September 16, to, in an act of benevolence, offer to these young men a second opportunity to serve their country. He recognized, as do all thoughtful people, that everyone is likely to make a mistake. The fact that the individuals who might benefit by the President's mercy under the proclamation were young people makes it even more likely that they would have made such a mistake. It

was his view that he would provide to these young men an opportunity to re-earn their place in the American society without the stigma for the remainder of their lives of being convicted criminals.

As he did this, he took into account the wide range of people who might be in need of this opportunity—the evaders, the deserters, and the third category, made up of both evaders and deserters who had already been apprehended, tried and convicted and had served some form of sentence for their crimes. His Proclamation provided for reconciliation of all three categories and guaranteed to each of them some measure of mercy.

He said, on August 19 to the Veterans of Foreign Wars, and he said again in his Proclamation, that he did not favor blanket amnesty. He repeated that he felt that it was not too much to expect that the individuals might be willing to earn their way back into the mainstream of American life. He chose as a means of permitting this earned re-entry to the way of life in America a period of service to the nation similar to the alternate service which is performed by conscientious objectors under the auspices of the Director of Selective Service. He pointed out that he would permit no service which would deny Vietnam veterans jobs which they deserved or which would permit any segment of our society to take advantage of the service of these young men for profit or gain. He forcefully directed a program in behalf of national health and

safety, and in behalf of the general population. He stated further that there should be no competition with the present job market and that there should be no opportunity for profit-making activities, organizations or individuals to take advantage of the misfortune of those who might perform this alternate service to re-earn their place in society.

As he placed the responsibility for the implementation of this program on the Director of Selective Service, he expressed confidence in our ability to administer a just and equitable program. Our ability to supervise this program I feel has been proved. Subsequent to the amendments to the Military Selective Service Act in September 1971, and throughout all of 1972 and 1973, the alternate service program under the direct supervision of the State Directors of Selective Service, in keeping with the rigid guidelines imposed by my office, has produced employment which is both meaningful to the individuals who performed it as well as to the agencies and the general public which benefited from this service. In July of 1972, there were 13,500 people employed in the alternate service work program, and they were employed at times by as many as 5,200 different employers. The duties which these young men performed in connection with their alternate service ranged from the lowest pay scale type of duties of a laboring and menial nature to jobs of a considerably higher skill requirement. In all cases, the salary of the individuals for the work per-



formed was commensurate with skill and the effort which made available to their employer.

There remains the requirement for us to prove that we can provide the necessary jobs in behalf of public good for the individuals who will seek to avail themselves of President's offer for earned entry, and the requirement insure that these jobs are administered in a fashion which is as to the individuals concerned as possibly can be. We shall, as proceed on this task, keep foremost in mind that we are providing young people a second opportunity to serve their nation. We must remember that there is not punitive about this program. We know that the members of the System will join with me in dedication to the successful performance of this most important task and making every effort which we to prove that the President has misplaced his confidence in the Selective Service System.

Byron V. Pepitone

25 YEARS OF UNCOMPENSATED SERVICE



A 25 year certificate was presented to Miss Victoria Tomaszewska of Derry, New Hampshire by Mr. William P. Bittenbender, the State Director for New Hampshire. She has served as a volunteer uncompensated registrar for Selective Service for 25 years. She has been a legal secretary and insurance manager for 44 years in Derry.

PRESIDENT HONORS CAREER CIVIL SERVANTS

President Ford has lauded the more than two million career Civil Service employees for their dedicated and efficient service, their professionalism and competence.

By memorandum dated September 20, 1974, to heads of departments and agencies, the President assured these career civil servants, including the over 2,000 Selective Service System employees, of a continuing competitive system free from political consideration or discrimination because

of race, creed or sex, either in appointment or promotion.

The Director of Selective Service, Byron V. Pepitone, has consistently taken steps to assure the equitable treatment of all employees. One of the outstanding examples is the effort put into the passage of PL 93-176 which transferred local board employees into the General Schedule.

He has sought to assure that each executive, manager and supervisor in the System is personally committed to integ-

rity and absolute fairness in day-to-day personnel operations. Every effort is being made to assure that all personnel actions relating to competitive positions themselves including the way they are described, the way they are established, and the way they seek qualified people to them, meet both the letter and the intent of applicable personnel laws and regulations.

Employees of Selective Service who have a reason-

Continued on Page 4

REGISTRATION "Idea Exchange"

POSTER DOUBLES REGISTRATION Operation Clergy

NEW DIVISION ESTABLISHED



UNCLE SAM STILL NEEDS YOU!!

his famous portrait of Uncle Sam has gotten results for the Armed Forces for s. Thanks to the Louisville (Kentucky) Times, it's now working for Selective ce. The Times revised this picture of Uncle Sam, placing a Registration Card (Form 1) in his hand. They ran the picture and a registration story on their front

Colonel Taylor L. Davidson, the State Director for Kentucky, says registration ist doubled within the next few days in Louisville and Jefferson County. Good publicity is the key to registration success.

WEST VIRGINIA

Mr. Harold Brown, State Director for t Virginia, has gained the coopera- of the Department of Public Safety publicizing registration. There are y-one sites where detachments of the t Virginia State Police administer ers license examinations. Each of e sites now displays a registration nder poster with the nearby regis- tion places listed.

registration sites are manned by National Guard and Reserve Officers of the Selective Service Reserve.

We have similar reports from several states, and in each case, a considerable amount of time and effort goes into after-hours registration programs. With enough publicity, these projects do produce registrations.

REGISTRATION PUBLICITY MATERIALS DISTRIBUTED

The all out effort to inform the public that registration is still required continues. National Headquarters is giving full support to the states on registration publicity with materials for use in almost any medium of communicating with the public.

To date, more than 3,000 reel-to-reel tape recordings and 1,500 cassette tapes have been distributed for use on radio and TV. 500 copies each of three 35 mm full-color slides for TV use have been sent to requesting states. For outdoor advertising, the posters for both full size (12' x 25') and "junior panel" (6' x 12') billboards have been distributed on request. The registration reminder posters have been printed in Spanish and

Mr. Harold Cross, the Executive Secretary of the Ann Arbor, Michigan Area Office has put a unique public relations program into effect—a program that can be effective anywhere.

Mr. Cross contacted 314 ministers in his three county area by letter. Specifically, he requested their help in informing the people in their congregations that registration is still required. His letter included enough current information about our standby operation to give the ministers some accurate facts, and at least a casual acquaintance with Selective Service today. He suggested use of their newsletters, church bulletins, bulletin boards, or any other suitable media for informing young men and their parents of the requirements of the law. The ministers were invited to call the Area Office for any additional or specific details they might desire or require.

So far, Mr. Cross has had nothing but favorable reactions to his "Operation Clergy."

The most difficult part of the operation was getting the names of the ministers, he said. He used telephone directories, church directories published in newspapers, and contacted the local Council of Churches to get their names. Each letter was personally addressed to the minister rather than just blindly addressed to the church or synagogue. The personal touch in addressing the letters would encourage the ministers to put their own personal touch in communicating with their congregation.

10,000 have been forwarded to the states that need them. Almost 14,000 standard size bus posters have been sent to the states. 2,000,000 mailing inserts have been distributed for use by utility companies or any firm that will include them in their mailings.

In addition to these registration reminder items, the information pamphlets have been reprinted and are in the field. WHAT HAPPENS NEXT?, YOU AND SELECTIVE SERVICE, and PERSPECTIVE ON THE STANDBY SELECTIVE SERVICE SYSTEM are current. A Teacher's Discussion Guide called WHY SELECTIVE SERVICE is replacing the outmoded Curriculum Guide.

RPM FOR SALE

The public may purchase current 1974 revised editions of the Registrants Processing Manual from the Government Printing Office. The selling price is \$21.50 for mailing anywhere within the United States. An additional charge of \$7.30 is required for mailing outside the United States. Orders should be addressed to:

Superintendent of Documents
U.S. Government Printing
Office
Washington, D.C. 20402



MR. JOHN BARBER

The Reconciliation Service Division has been established in National Headquarters. Mr. John W. Barber has been appointed Manager of the new division, with the prime responsibility of managing the Reconciliation Service Program throughout the System. In essence, the division will oversee the implementation of the Director's policies by the State Directors in the administration of whatever periods of alternate service that may be assigned to individuals who are seeking clemency or reconciliation under President Ford's Amnesty Plan.

In addition to Barber as Division Manager, COL John L. Greenleaf, MAJ Joseph L. Black and Mr. Robert Shuck have also been assigned to the new division.

The division was formed and the assignments made immediately after President Ford's Amnesty Plan was announced. To assist Mr. Barber in organizing the Reconciliation Service Program, a task force was temporarily assigned. Mr. George Polansky, Manager of the Training Branch of the Manpower Division in National Headquarters was on the task force. The group included, from four State Headquarters staffs: CPT Ronald D. Andreen from Minnesota, CPT Donald L. Keil from Illinois, MAJ William D. McCann from California, and LTC Lloyd J. Skidmore, Jr. from North Carolina.

Continued on Page 4

NEW YORK CITY

Mr. Paul Akst, New York City's rctor of Selective Service, has argued to keep three sites in the city n until 9 PM each Monday for r-hours registration. One site is on ten Island, one at the Federal ding, and the other strategically lted at Seventh Avenue and Twenty-h Street in Manhattan.

Publicity about the after-hours registration sites was run in the New York es and on local radio stations in the . Mr. Akst reports success in the ject, particularly in the more acces- e Manhattan location. After-hours

The major efforts accomplished by the Reconciliation

Service Division have been to develop the guidelines and publish the necessary instructions including a Reconciliation Service Manual.

Any questions concerning the Reconciliation Service Program should be directed to Mr. Barber or his staff. Phone 202/343-4238.

basis for believing that personnel laws or regulations being violated and, for reason or another, the matter is not appropriate for agency grievance procedure outlined in Chapter 771 of Manpower Policies and Procedures Manual, or the procedures for filing an appeal with the Federal Employee Appeal Authority of the Civil Service Commission, are advised they now can provide the file of their cases to the Selective Service System Manpower Administrator, Mr. Raymond R. Wisniewski, at National Headquarters. Appropriate inquiry will be conducted. If necessary action taken by Employees following course of action need have fear of reprisal or punitive action being taken against them on the part of manager or supervisor in System.

In addition, the System newly launched Personnel Management Evaluation Program will give many employees the opportunity to privately and confidentially with evaluation team members regarding complaints concerning personnel practices which they feel violate their rights as career employees.

Retirement in Utah



COL JOHN

Upon his retirement as Deputy State Director for Utah, Colonel Dalmore E. John (USAF-RET) was awarded the United States Air Force Legion of Merit. The citation noted his work in the California State Headquarters as well as his Service as Deputy State Director for Utah since 1965.

Colonel John enlisted in the Army Air Corps in 1941 and was commissioned in 1942. He joined a fighter squadron in Panama and was one of three officers given a special State Department assignment of organizing and training the first Brazilian fighter squadron. Later in WW II, he saw service as a combat fighter pilot in the European Theater of operations.

SSS Minute Men

The Selective Service Reserve has again responded to the call to duty. One of the attributes of the Reserve Program is the System's ability to augment the active duty staff with Selective Service Reserve officers when the need arises. These officers are members of the National Guard and all branches of the Armed Forces Reserves organized into Sections and Units in each state.

Several recent activities, such as Index-74, dictated the immediate but temporary need for an augmentation of the active duty staff in the

Selective Service System. Within a minimum period of time, eleven officers reported voluntarily for 90-day active duty tours while others reported for 30 days. Some reported for duty within one week. Nine of the eleven reported during September.

Should further temporary augmentation of the National Headquarters or state staffs become necessary, other officers in the Selective Service Reserve may be offered the opportunity to volunteer for active duty tours longer than the normal 15 days per year.

The officers currently on 90-day active duty tours are:

NAME—BRANCH

COL. O.G. Benson, USAR
MAJ Ronald F. Darin, USMCR
LTC William A. Drake, USAR
CW4 Arthur C. Holman, ARNG
LTC John E. Montgomery, USAFR
COL David E. Mueller, USAR
COL Harry C. Riggs, USAR
LTC Richard A. Scott, USAFR
1LT William A. Smyth, ARNG
MAJ Billy D. Steele, USAR
MAJ Bobbie E. Washington, USAR

HOME

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Troy, Michigan
Longbeach, Mississippi
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Plainview, Texas
Sacramento, California
Topeka, Kansas
Washington, D.C.
San Diego, California



Selective

Service NEWS

NOVEMBER 1974

NATIONAL HEADQUARTERS

SELECTIVE SERVICE SYSTEM

1724 F STREET, N. W.
WASHINGTON, D. C. 20435

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
SELECTIVE SERVICE SYSTEM



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Selective Service NEWS

EARLY RELEASES FROM ALTERNATE SERVICE ANNOUNCED

all conscientious objectors were satisfactory participants in alternate service assignments on October 17, have been given early releases. The plan was announced by Director Byron V. Pepitone on October 17th as a release date of November 22, 1974 for all qualifying registrants.

The Director said the early releases from alternate service stemmed from early releases from active duty of certain registrants by the Army. 2,500 registrants were eligible for early releases according to Army

spokesmen. Inductees with "bad time" due to disciplinary reasons or absence without leave were not eligible for early-outs.

Mr. Pepitone explained that the early releases from alternate service were parallel to the Army's plan, and included only those registrants who were satisfactory participants on October 17.

"From the beginning of the alternate service program for conscientious objectors, the Selective Service System has made every effort to keep registrant processing parallel

for registrants available for military service or for alternate service," Mr. Pepitone stated.

He continued: "The early release plan I announced in October is simply a continuation of our equitable treatment plan for all registrants. It was proper that registrants who were performing alternate service in good faith be released from their assignments at approximately the same time inductees were released. Men ordered to duty at the same time should be released from duty at the same time.

The early releases from alternate service are simply a continuation of our policy of equitable registrant processing."

There were 1,042 conscientious objectors performing alternate service assignments when the early release plan was announced.

The conscientious objectors who were granted early releases are eligible for classification in Class 4-W and have no further obligation for service under the Military Selective Service Act.

Arizona Staffer Makes Eight Mile Hike

There are only two methods of reaching the Supai Village in the Havasupai Indian Reservation at the bottom of Grand Canyon in Arizona. The long hike must be made on foot or horseback.

Staffer Jeff Thomason of the Arizona State Headquarters took four and a half hours to complete the eight mile hike where he established a mail-in registration point for the convenience of the 18-year-olds on the reservation.

He says the view of waterfalls and breathtaking scenery made the hike worth his efforts. Of more importance, the young men of the Supai Village are making use of the SSS Form 1 mailers to register rather than making the eight mile trek out of Grand Canyon.

Registration Backed By LDS Church Leaders

Most young men who are members of the Church of Jesus Christ of Latter-Day Saints spend two years in their youth as missionaries for their church. This religious activity is a very important aspect in the religious training of a devout Mormon youth.

The LDS church leaders have urged their bishops to encourage all young men approaching age 18 to comply

with the law by timely registration. In an official communication to the bishops, the church leaders indicated that missionary recommendations would be accepted only for candidates who had registered with Selective Service.

If the System had backing this strong from all religious organizations, registration problems would be few indeed.

Holiday Greetings

to

All Members of the Selective Service System

Best wishes for the Holidays and for the New Year to all the members of the Selective Service System and their families. I am deeply grateful to all of our Local and Appeal Board members, registrars, and advisors to registrants who continue to give so unselfishly of their valuable time and experience to the System and to the nation.

I also want to acknowledge the diligence and dedication displayed by our compensated workforce in increasing registration levels and for their overall outstanding performance despite the major challenges we have encountered in the past year.

As we look forward to the New Year, I sincerely hope we can make even greater progress in fulfilling our heavy responsibilities to American youth and their families and to the nation as a whole.

Byron V. Pepitone

MEETING IN OHIO

On Friday, October 18, 1974, the State Director of Ohio, Mr. Paul A. Corey, and I had the pleasure of meeting in Columbus, Ohio, with the chairmen of 66 local boards and two Appeal Boards. Also in attendance were the State Directors from the States of Michigan, Pennsylvania and Kentucky, as well as members of the Ohio State Headquarters staff and nine members of the Reserve and National Guard Units of the Ohio mobilization force.

Included with our guests were Major General Dana L. Stewart, Adjutant General of Ohio, and Brigadier General (Retired) Carlton S. Dargusch, former Deputy Director of Selective Service.

Any time that I can meet with local board members, I do so. To me it is essential that communications remain strong and constant between local boards and the State and National Headquarters of the System. It was in an effort to promote the exchange of viewpoints that we met in Columbus. Our session of almost three hours attests to the extent of our discussion and the wide range of subject matter within which we found a mutual interest.

Our meeting focused primarily on the operational concepts of the System in standby. We talked at length about Selective Service operations in a prolonged period of no conscription, the need for such an operational concept, the requirements of law, the experience with our operation since July 1, 1973, the changes which have taken place, and the future as best we could perceive it.

Since our meeting was the first time in seven years in which it has been possible for the local board chairmen in Ohio and the State and National Director of Selective Service to meet, a review of the operation of the Selective Service System during the Vietnam era (August 1964 through March 1973) was made. We discussed the modifications of the Selective Service Law in 1967 and what caused them as well as the dramatic changes in the fashion in which inductions were conducted commencing in January 1970 by the use of random sequence numbers and a lottery system as well as the fundamental

change in concept of induction by youngest first as opposed to oldest first. We also discussed the implementation in early 1972 of the Uniform National Call concept as a consequence of the September 1971 modifications of the law and the basis upon which the standby structure was now conceived. I think that it would be interesting for all State Directors and all compensated employees to review in general terms this same material which we found so interesting in our discussions in Ohio on October 18.

Our discussions of the future, and indeed of the situation in which we find ourselves today, all emanate from the 1971 amendments to the law. The 1971 amendments to the law, as you know, stem directly from the pronouncements of the President in the spring of 1970 that it would be the intention of his Administration to, in the future, procure for the United States a volunteer military force without having to resort to conscription. At the time he made this announcement, he indicated that July 1, 1973, would be the earliest that we might be able to arrive at such a posture. The Department of Defense has, since July 1, 1973, been procuring military manpower through voluntary means and the Selective Service System is in so-called "standby" status.

The concepts under which we presently operate were explored in great depth. The readily inductible pool, the establishment of an Administrative Processing Number, the requirement to register all young men, the effort toward the registration of young men, the reduction in local board administrative sites, the great increase in the number of uncompensated registrars and the corresponding decrease in total numbers of compensated personnel thereby reducing the cost to the Government, all were reviewed.

It was interesting to me to note the desire on the part of the local board chairmen for information with respect to the need for their continued services with the System. It is most gratifying to note their willingness to continue to serve in

what is at best an unglamorous type of governmental activity. Although during times of actual conscription the participation by citizens as local board members was not the type of service which bestowed glamor and awards upon its participants, it was an essential community service and it was selfsatisfying. It is equally as essential today. Perhaps, however, in the minds of many, the need for participating in record-keeping during a period when inductions are not required gives individuals reason to ponder the worth of their continued participation and expenditure of their time.

This situation reminds me of the story of the mountaineer whose roof leaked and who could not be prevailed upon to repair it when the sun was shining because, as he said, it did not need repair when the sun shone, and who could not repair it when it was raining because he could not get on the roof in the rain. Our activity is much like repairing the roof and keeping it in good repair during periods of sunshine, so that in the event it does rain the occupants and the contents of the dwelling do not become drenched. There is no doubt in the minds of those who planned for the all-volunteer military force that in times of world stability this nation can attract a volunteer military establishment sufficient to meet its needs. There is no certain knowledge on the part of anyone, however, that we shall not be required to resort to conscription in the event a world situation might dictate an immediate requirement to augment the all-volunteer force. Should it become necessary on short notice to ask the Congress to permit the President to induct personnel for the armed forces, then it becomes essential that the Selective Service System be prepared to do so.

To attempt inductions during an emergency without the System being prepared also reminds me of the mountaineer. It will be impossible in the "rainy day" of a world emergency to completely assemble an organization, register young men, locate and appoint local board members, train them, locate, procure and train clerical and support staffs, without a minimum of



approximately six months. That time, when added to the minimum time necessary to convert civilian manpower into trained military manpower, may extend time before a young man who is to defend his country could actually be effectively capable of contributing to that defense to much as a year or more—and that, he would be only minimally qualified. In an effort to reduce time it takes to train a young man concerned with defending his country to be a trained soldier down to the absolute minimum is the reality that we, in peacetime, in the Selective Service System, continue to perform the unglamorous functions of registering young men, performing as much of the clerical and paperwork now as possibly can. By doing the record keeping necessary in the event an emergency should arise and induction authority be restored, we begin the induction processing of young men so that they may be available for training in the event necessary to convert them to trained military personnel and their weight to the defense of the nation.

In my view, the retention of the Selective Service System in minimum level structure which we have today is essential for the foreseeable future. We appreciate the continued participation of those citizens who volunteer their services to help us. The strength of our organization and our ability to respond lies in the corps of volunteers who make up our local boards, serve as registrars and advisors to registrars and as appeal board members. We thank them for their service and please our support.

Byron V. Pepit

EEO AWARDS FOR 1973

First Place Employee Award



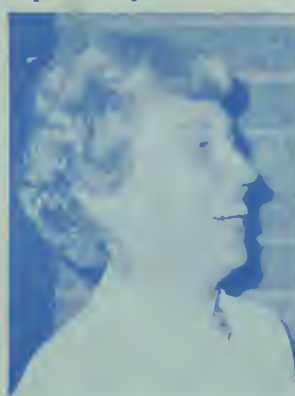
Mrs. Mary D. Drewry
Training Technician
Trenton, New Jersey

First Place Supervisory Award



Mrs. Lena Handler
Area Supervisor
Cleveland, Ohio

Second Place Supervisory Award



Mrs. Rita M. Jackman
Executive Secretary
Louisville, Kentucky

Second Place Employee Award



Mrs. Hettie D. Johnson
Local Board Technician
Cincinnati, Ohio

Mrs. Drewry has served as EEO counselor and alternate Federal Women's Program Coordinator. She is known for publicizing the EEO program throughout New Jersey. She is an active participant in the Women In Government committee and maintains contact with EEO representatives of other agencies. As senior counselor, she trains other counselors including members of the Executive Service Section of the National Guard.

Mrs. Handler is active in the development and implementation of all EEO program activities in Ohio. She is a representative of the EEO officer on the Cleveland Federal Executive Board EEO committee and the Federal Women's program. Her upward mobility and merit promotion program have resulted in five women attaining the grade of GS-7, two of the five being from a minority race. She recognizes each of her subordinates as an individual.

Mrs. Jackman has assisted in the recruitment, appointment, and training of ethnic minority local board members, increasing minority representation from 1% to almost 20%. With 88.9% of supervised personnel from minority races, she encourages minorities to use their skills to the maximum extent. Rotation of assignments is made meaningful to minorities, with subordinates trained to assume duties of higher responsibility when opportunities occur.

Mrs. Johnson works with several organizations in her community, making employment opportunity information available to minorities. She is the agency representative to the Federally Employed Women's organization, serving FEW as corresponding secretary. She is active on fundraising committees for financing FEW's Day Care Center for small children. She prepares a monthly newsletter for FEW and has served as an EEO counselor since 1969.

Posthumous Legion of Merit



Mr. Carlos C. Ogden, the State Director for California, is shown presenting a posthumous Legion of Merit award to the widow of Dr. Lenor S. Goerke, the former president of the University of California in Los Angeles. Dr. Goerke was Chairman of the Fiscal Advisory Committee in California from 1956 until his death. Mr. Ogden presented the posthumous award to Mrs. Goerke at her Pacific Palisades home in California as her daughter, Mrs. Susan Stephens (left) looked on.

Board Member Elected Governor



Governor-elect Ed Herschler

Mr. Ed Herschler, a Wyoming local board member, was elected Governor of Wyoming in the November general election.

The Governor-elect is a rancher and attorney from Kemmerer, WY. He began his political career as a county prosecutor, and has since served five terms in the House of Representatives in Wyoming. He is a veteran of WW II, serving in the South Pacific with the United States Marine Corps.

Mr. Herschler was appointed Government Appeal Agent for the Lincoln County (WY) local board in 1967. He was appointed board member for Intercounty Local Board No. 21 in December 1971.

HONORS TO NEW JERSEY REGISTRARS

...for 30 years service

...for sign-up of clerks



Thirty years of dedicated service to the Selective Service System ended with the retirement last July of Mr. William Newman (right), a volunteer uncompensated registrar for Local Board No. 14 in Irvington, New Jersey. Serving the nation is nothing new for Mr. Newman. He was a regimental sergeant-major during WWI, was awarded a Purple Heart, and is a past commander of his VFW Post.

Mr. Edward J. Henderson (left), the State Director for New Jersey, presented a certificate to Mr. Newman signed by the President. Between them is Mr. Clifford Day, Chairman of New Jersey Board No. 14.



Congressman Forsythe—Mr. Kelly—Mr. Pepitone

Director Byron V. Pepitone is shown presenting the Selective Service System Meritorious Service Award to Mr. Edward A. Kelly, Jr., the County Clerk Burlington County, New Jersey. Congressman Edwin B. Forsythe (NJ) witnessed award presentation. Also present was Mr. Edward Henderson, the State Director New Jersey.

Mr. Kelly is President of the County Clerks Association in New Jersey. Through his efforts, every county clerk in New Jersey is now a Selective Service Registrar. He has also appeared on area TV stations to publicize the fact that young men may register at any county clerk's office in the state.

For his volunteer services to the Selective Service System and the young men of New Jersey, the Bronze Medal was awarded.

SPECIAL NOTICE !!

The President, in Executive Order Number 11222, established a requirement for the issuance of ethical standards of conduct by Federal agencies. The standards of conduct for civilian personnel of the Selective Service System are set forth in Chapter 735 of the Manpower Policies and Procedures Manual and in Chapter 735 of the Area Office Personnel Handbook, and all personnel should review that chapter. The maintenance of unusually high standards of honesty, integrity, impartiality, and conduct by Government employees is essential to assure the proper performance of Government business and the maintenance of confidence by citizens in the government. Civilian personnel are reminded that they should avoid any action, whether or not specifically prohibited in the standards of conduct, which might result in or create the appearance of: (a) Using public office for private gain; (b) Giving preferential treatment to any person; (c) Impeding Government efficiency or economy; (d) Losing complete independence or impartiality; (e) Making a Government decision outside official channels; or (f) Affecting adversely the confidence of the public in the integrity of the Government.

SEASON'S



GREETINGS



Selective

Service NEWS

DECEMBER 1974

NATIONAL HEADQUARTERS

SELECTIVE SERVICE SYSTEM
1724 F STREET, N. W.
WASHINGTON, D. C. 20435

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
SELECTIVE SERVICE SYSTEM



Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1968.

This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act, or any other acts of Congress.

Communications should be addressed to: Registrant Information Section, National Headquarters, Selective Service System, 1724 F Street, N.W., Washington, D.C. 20435. (For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.) Price 25 cents (single copy). Subscription price: \$2.00 per year; 50 cents additional for foreign mailing.



DEPOSITORY
MAY 23 1975

WASHINGTON, D.C. JANUARY 1975

Selective Service NEWS

Exceptional Service Award for Exceptional Period of Service

OCR Forms HONOR ROLL

The Computer Service Center reports improvement each month in the acceptance rate of all OCR forms. The CSC personnel have an honor roll of six states and the locations for the month of October. To make the CSC honor roll, a state or location must attain an Acceptable Quality Level (AQL) of 1% or less rejection rate of both RIB and non-RIB forms. The honor roll below shows the acceptance percentage in the appropriate column.

Location	RIB	non-RIB
Alaska	.8	0.0
California	1.0	0.0
Alabama	.6	1.0
Montana	.6	0.0
New Mexico	.1	.8
Virgin Islands	0.0	0.0
Boise State Hq—	0.0	0.0
III Service Ctr—	0.0	0.0
IX Service Ctr—	0.0	0.0

Most states now have low rejection rates on either RIB or non-RIB forms, but not both. There are 30 states with less than the national average (1%) rejected on RIB forms, 6 at the 1% rate, 16 between 1% and 2%, and only 4 states with rejection rates greater than 2%. On non-RIB forms there are 11 locations with perfect 0.0% rejection rate, 4 between 0.0% and 1%, 1 between 1% and the national average of 4.4% on non-RIB forms, and 16 locations with non-RIB rejection rates greater than 4.4%.

Of the total number of both RIB and non-RIB forms submitted to the Computer Service Center 2,804 of 266,704 forms required resubmission. The CSC Personnel congratulate the honor roll states and locations.

One of the longest spans of volunteer service in the history of Selective Service was noted in November as the Director, Byron V. Pepitone, presented the System's Exceptional Service Award to Mr. John J. Quinn of Horseshoe Bend, Idaho.

Mr. Quinn, now 89, began his long career of volunteer service to the System when he was appointed to membership on the Boise County local board on September 21, 1917. He served until the board was disbanded in 1919. His next Selective Service duty began in 1940 on the Boise County Advisory Board. Again, his service continued until the board was disbanded in 1947. When the System was reinstated in 1948, he was appointed to membership on Local Board No. 8 in Boise County. His membership was terminated by law on December 31, 1967 because of his age. Within a few months, he volunteered his services as a registrar for the Boise County board. He assumed an additional duty for Selective Service in 1969 when he was appointed a Government Appeal Agent for the same local board. That job was abolished in 1971, but Mr. Quinn continued to serve as an uncompensated registrar.



Mr. Pepitone — Mr. Quinn

On October 21, 1974—just 57 years and one month to the day after his first volunteer work for Selective Service in World War One had begun—Mr. Quinn tendered his resignation as a registrar. In more than 57 years, this was the first time he had terminated his services to Selective Service, all of which was connected with the local board in his home county.

Mr. Quinn was busy at other things during those 57 years, too. For 41 years, he was the owner-operator of the mercantile store in Horseshoe Bend, was precinct committeeman

between 1921 and 1972, served as county sheriff 4 years and postmaster for 30 years, was the first town mayor and was county Civil Defense Director during WW II. He served as a school board member for 4 terms and at age 80 he served one term as a State Representative.

About 50 people connected with the Selective Service System attended a luncheon in Boise, Idaho on November 7th to join with Mr. Pepitone in honoring Mr. Quinn for one of the longest spans of volunteer service to the System in our record books.

Records Destruction Postponed

Demonstrating his desire and intent to provide complete cooperation with the Presidential Clemency Board, Selective Service Director Byron V. Pepitone has approved a request from the Chairman of the Clemency Board to postpone any further destruction

of registrants' file folders and their contents until July 1, 1976. State Directors were advised of this decision by telegram dated November 13, 1974. The Office of Federal Records Centers, National Archives and Records Service has also been advised of the

Director's decision.

Delaying destruction of such records shall in no way interrupt the transfer of file folders (of registrants who reach their 23rd birthdays) to appropriate Federal Records Centers as directed in Letter to All State Directors No. 720.7 dated February 19, 1974.

Registration Success In 1974

Contrary to a belief too widely held, the Military Selective Service Act requires that all male citizens and certain aliens register with the Selective Service System at the 18th anniversary of their birth. This requirement for the timely registration of young men, by law, provides probably the most important continuing requirement of our standby mission in the Selective Service System. Reflecting upon calendar year 1974, I would be remiss if I did not compliment the members of the System, both compensated and uncompensated, for the success attained in meeting our goal of registering these young men.

With the pronouncement by the Secretary of Defense on January 27, 1973, following the termination of U.S. involvement and a cease-fire in Southeast Asia, that henceforth the armed forces would procure manpower through voluntary means alone and that inductions had ended, the erroneous impression was created and widely publicized that no longer was it necessary for young men to be concerned about an obligation to serve their nation as members of the military. The press, radio and TV coverage commencing in January and continuing through June 30, 1973, the date when authority to induct actually expired, was very extensive and often misleading to the extent that extraordinary effort was required on our part to insure that young men were informed of their continuing obligation to register. Otherwise, nonregistration due simply to ignorance of the law could have occurred in such a widespread fashion as to seriously lessen the usefulness of the registry data in the central Registrant Information Bank. The confusion created by the heralding of the end of inductions in the media, we have subsequently learned, contributed greatly

to nonregistration based upon ignorance of the law. So great was this confusion that it became a primary consideration as we devised a registration procedure for use in standby.

In my view, the level of registration in calendar year 1974 has been comparable to that which existed in the two years immediately preceding calendar year 1973—years during which inductions were performed and which immediately preceded the confusion concerning the requirement to register. For example, in 1971 we registered 1,990,234 men. In 1972 we registered 1,977,720 men. As compared to the live male births of 1953 and 1954, the totals of which were used to estimate the registrant pool for the years of 1971 and 1972, it appears that approximately 96% lived long enough to register at age 18 and the majority of these did so in a timely fashion. An analysis of the totals registered by month nationally in 1974, so far, causes me to believe that (1) by the time all men born in 1956 have had the opportunity to register in accordance with our regulations, i.e., in a 60-day period beginning 30 days prior to their 18th birthday, and (2) sufficient time has elapsed for us to collect the data on registration, we shall have registered in 1974 as great a percentage of the potential registrants as we did during the years we were inducting personnel into the armed forces prior to the onset of the confusion which now exists to some extent since we are not inducting people into the armed forces.

Reductions in the compensated personnel workforce and the concurrent shrinkage in the administrative structure of the System incident to the zero draft climate have accentuated the problem of a viable registration procedure. These reductions served to make more inaccessible

to young men a place at which registration could be easily accomplished. Obviously, it became a priority consideration for us to overcome this problem. In fact, the standby mission and the lack of actual inductions has made it necessary to provide an opportunity to the young men to register in an easier and more convenient way than it had ever been.

To that end, we embarked upon a program that emphasized three basic methods of registration: (1) by compensated employees at local board sites, (2) by uncompensated volunteer registrars, and (3) by mail.

I am pleased to report, with regard to use of uncompensated registrars and the registration-by-mail procedures, that the ability of a young man to register conveniently and without difficulty is now greater than it has even been historically. We now have more than 22,000 uncompensated volunteer registrars serving in places not heretofore utilized and which are readily accessible and are being used by young men to register. The most valuable addition, from a convenience standpoint, is the appointment of registrars serving on high school staffs throughout the country.

Our mail-in registration program is the most recently launched registration procedure. We continue to prefer the use of registration procedures which require that a registrar converse with the registrant during the registration process. Our reasons are many, but primarily it enables us to assure attainment of more accurate and comprehensive registration information and to avoid fictitious registrations.

We are, however, pleased to note the large number of registrations by mail that are accurate and are obviously more convenient for the



registrant. For example, during recent three-month period, tallied 70,500 registrations by mail with less than 1 percent fictitious. As this is written, we have 13 locations where young men can secure the registration-by-mail forms. These are in addition to more than 22,000 volunteer registrars and more than 600 local board sites which serve as registration points.

Each of our uncompensated volunteer registrars makes a genuine contribution to the success of our mission each time a young man registers.

If we maintain the high degree of success in calendar year 1975 as we have achieved in 1974, I am confident that our mission of standby preparedness will be fully achieved and will provide the manpower inventory data critical to a viable standby organization as required by law.

As I compliment you for your efforts in 1974, I solicit your continued efforts in 1975 to insure the fullest possible mission accomplishment and the best possible standby organization.

Byron V. Pepi

CHANGES IN LEAVE FOR COMPENSATED EMPLOYEES

A number of important changes have been made in the statute controlling the administration of annual and sick leave benefits in Civil Service. All employees subject to the Annual and Sick Leave Act can now accrue and use annual leave beginning with the date of appointment. Before revision of the law, annual leave began to accrue with the date

of appointment but could not be used until 90 days after appointment date. Another significant change is a provision for including a lump sum payment for all annual leave earned but not used during the leave year in which an employee is separated. Previously, a separating employee entitled to lump sum payment for annual leave could be paid only for

unused annual leave which did not exceed 30 days or the amount carried over from the previous leave year, whichever was greater.

The limitation on annual leave that can be carried over to the following leave year, normally 30 days, remains in effect. New provisions have been included in the Annual and Sick Leave Act which

authorize the correction of administrative errors made in previous leave years and authorize the restoration, under certain conditions, of annual leave forfeited at the end of a leave year because of operational demands. Detailed information concerning these changes may be found in Chapter 630 of the Area Office Personnel Handbook.

Registration

by Mail

Increases

Reports on mail-in registration from the August through October quarter show a noticeable increase in the use of Form 1 mailers. There were, as of October 31st, a total of 742 mail-in sites. Pennsylvania had the greatest number of sites with 2,032. During that quarter there were a total of 72,196 registrations by mail the nation with Michigan's 803 leading all other states. Nationwide, the mail-in registrations accounted for 12.8% of all registrations. Cards received from persons not required to register totaled only 3% and of the overall totals, less than 1% of the mail-in registrations were fictitious.

These statistics indicate a high degree of acceptance of the registration by mail program, with only minor problems resulting.

Form 1 Mailers

Available Overseas

Registration by mail has been made possible for young men living overseas when they reach registration age.

Arrangements have been made for approximately 350 U.S. Consulates and Embassies to send Form 1 mailers to young men who live great distances from the consular offices or who are physically unable to register in person at their overseas offices.

Registration at U.S. Embassies and Consulates has been possible for years; however, the added convenience of registration by mail while overseas has just been arranged.

The use of Form 1 mailers is not intended to be a substitute for in-person registration, and is intended for use only when normal registration procedures would create a hardship for the potential registrant.

NEW BUS POSTER IN USE



This is the passengers' view of the new Bus Poster being tried for size by CPT James F. Cantwell, the Deputy State Director for New Jersey. This registration reminder was designed to fit into the standard size slot for display of poster material on city buses.

These posters are available from National Headquarters.

Registration Reminder

Sent Lutheran Pastors

The September 1974 newsletter from the Lutheran Council (Division of Service to Military Personnel) contains a paragraph reminding Lutheran Pastors that registration is still a requirement of law. The newsletter was sent to 15,000 Lutheran Pastors.

The newsletter suggested that Pastors or young men contact their nearest local board office for any information desired about Selective Service.

Thanks to Mr. William J. Reiss, Executive Director of the Military Personnel Service Division of the Lutheran Council for his reminder.

Can You Top This?

Area Office No. 13 in Columbus, Ohio reports what may well be an unusual registration record. The personnel of the Columbus office registered four sets of twins in one month, September 1974. They are: Donald & Ronald Morrow, Jud & Jay Mauger, Jerry & James Utzinger, and Daniel & Mark Yoder.

Since none of the twins are from Columbus, their addresses remain a confidential part of the information kept in their files.

REGISTRATION DAY

In Albuquerque

Flight "M", 2273d Selective Service Squadron in New Mexico recently manned a successful registration day at a busy shopping center in Albuquerque. Thirteen young men were registered, and many more were reminded that registration is still required.

The Reserve Unit coordinated their marathon registration efforts with publicity in the Albuquerque Journal and on a local TV station.

When reporting their activity to National Headquarters, the Unit heartily recommended the project to all Reserve Units and National Guard Sections.

When Closed,

Display Form 1 Mailers

Any time a local board area office is closed, particularly during normal office hours, the public could continue to be served if a registration by mail poster box is made available. This procedure would enable a young man to complete registration without having to return when the office is open. Keeping Form 1 mailers readily available at registration sites manned by volunteer uncom-

Continued on page 4

REGISTRATION SUPPORT

FROM VFW

IN PENNSYLVANIA

Mr. Donald C. Croushore, the Acting State Director for Pennsylvania, reports cooperation of the VFW in his state in reminding young men of their registration obligation.

At Mr. Croushore's request the VFW Commander Ervin L. Steele wrote to all 675 posts in Pennsylvania. The letter requested each post to display a mail-in registration poster stocked with SSS Form 1 mailers, and to post at least two other registration reminder posters in their areas. VFW members were also asked to personally remind all 18-year-olds in their acquaintance of their duty to register.

Mr. Croushore reports a noticeable increase in registration as a result of the VFW support.

Translated in Chinese



Miss Fannie Kwan compares the English and Chinese on a registration reminder poster she translated into the Chinese language. She works in the Chinese-American Civic Association in the Chinatown area of Boston, Massachusetts.

Chinese language signs identify places of registration in Chinatown. Radio spot announcements in the Chinese language are also a part of the never-ending effort to remind the young men of the area of the registration responsibility.



Major Charles T. Borg has been appointed State Director for Alaska. He is a native of Washington State, earning his BA degree from Washington State College in 1960. MAJ Borg was commissioned in the Army in 1960, serving in Vietnam as an infantry battalion advisor during 1966-1967. His second tour in Vietnam came in 1968-1969 in the Infantry Brigade, Americal Division. In 1970 MAJ Borg was assigned as Commanding Officer of the Armed Forces Examining and Entrance Station and Commander of Army Recruiting for Alaska. He joined Selective Service in 1971 as Deputy State Director, serving in that position until his appointment as State Director on November 18, 1974.

Appropriately enough for duty in Alaska, MAJ Borg lists hobbies of flying, fishing, and backpacking.

As reported in October, the former State Director, LTC Edward G. Pagano is now assigned as Administrator of the Region VIII Service Center in Denver.

Display Mailers

Continued from page 3

Compensated registrars is equally as important. Each Executive Secretary should make certain that all poster-boxes are serviced regularly and are kept supplied with Form 1 mailers.

We must make registration as convenient as possible. When a young man visits any registration site, he should be able to complete his registration, even if by mail.

Reserve Activity In Massachusetts

The Selective Service Reserve in Massachusetts has served the System well.

Mr. John M. Neal, the Deputy State Director for Massachusetts has summarized the highlights of their assistance to Selective Service.

In August 1971, the National Guard Section supervised and directed Operation Pickup. In this effort, thousands of Selective Service files were reviewed with DD Forms 214 and other original documents removed for historical record, with the remaining material being incinerated under applicable destruction of records directives.

In April and May of 1972, the Guard Section alphabetized, packed and identified hundreds of thousands of Registration Cards from WW II, packing the cards for shipment to the National Archives.

During the reorganization of the System in 1973, the Guard Section assisted in the transfer of excess property to the Guard's Property and Fiscal Office, without cost to the System.

During the collocation of local boards and the 1974 reorganization of the System the Guard Section again assisted in transporting file folders to new sites and the additional transfer of surplus property to the Guard's Property and Fiscal Office. In May of 1974 they also transported file folders of 1949-1951 year group registrants to the National Archives.

The Reserve Unit assisted the State Headquarters in identifying and packing records for transfer to the Archives. Additionally, they have supported the drive on registration by reviewing various records and identifying 18-year-old males not yet registered.

The Reserve Unit has contributed to the maintenance of PAMS records, with officers in the unit becoming proficient with OCR typewriters and in originating OCR forms for PAMS.

New Advisory Committee Meets



Left to Right: Mr. William B. Olney (Operations Division, Nat'l Hq.); Dr. David Wilson, University of Mississippi Medical Center, Jackson, MS; Dr. Kirk L. Hilliard, private practice of Osteopathy, Columbus, OH; Mr. Glenn R. Bowles (Operations Division Manager, Nat'l Hq.); Committee Chairman Dr. August H. Groeschel, a Chairman of the National Health Resources Advisory Committee; Dr. Charles Rockwood, Jr., University of Texas Health Science Center, San Antonio, TX; Dr. James Edward Fitzgerald, Georgetown University Medical Center, Washington D.C. Members of the Committee not present are: Dr. Burton H. Press, private practice of Dentistry, Pittsburgh, CA; and Dr. Richard P. Schmidt, Dean, State University of New York, Upstate Medical Center, Syracuse, NY.

NATIONAL ADVISORY COMMITTEE MEETS

The Selective Service System Advisory Committee on the Selection of Physicians, Dentists, and Allied Specialists met at the Washington (DC) Hilton Hotel on November 22, 1974. The newly established committee attended an orientation session in June to be briefed on System history, organization and policy, but the November meeting was their first official meeting.

The Committee was chartered in January 1974 to provide professional advice to the Director on the selection of needed medical, dental and allied specialist category individuals should their selection for military service be required. It is a national committee consisting of seven nationally known medical specialists who are outstanding practitioners in their professional fields. The members are identified above in the picture caption.

Minnesota SD Heads Military Affairs Committee

COL Robert P. Knight, the State Director for Minnesota, has been appointed Chairman of the Military Affairs Committee of the Saint Paul Area Chamber of Commerce.

The immediate aims of the committee are to support the recruiting efforts of the National Guard and Reserve com-

The meeting was opened by Director Byron V. Pepitor. Dr. Groeschel, committee chairman, reported on the recent AMA Second National Conference on Health Manpower in Chicago. Mr. Vernon McKenzie, Deputy Assistant Secretary of Defense (Health and Environment) then briefed the committee on the present and projected status of Health Manpower professionals in the uniformed services.

The committee discussed proposed standby legislation for a doctors' draft and will make recommendations to the Director on such legislation. Other items discussed were identification of medical, dental and allied specialist students and identification of medical specialists.

The meeting, open to the public, was attended by 16 observers, including representatives of the American Medical Association and the Office of the Surgeon General, Department of the Army.

ponents, to encourage veterans to take advantage of the GI Bill benefits, and to demonstrate state support for the military services.

COL Knight indicates that reminding young men to register with Selective Service will be an added aim of the committee.

New Administrator for Region IX



LTC Kinscherff—Mr. Houlihan—Mr. Irwin



COL Robert C. Clouse



COL William Nelson

for their cooperation with the Selective Service System, LTC W. Robert Kinscherff, State Director for Illinois, presented Meritorious Service awards to Mr. John J. Houlihan, who heads the Veterans Commission of Illinois and to Jerome D. Irwin, the administrative assistant to Mr. Houlihan. The award citation noted

that each of the 59 Veterans Commission offices in Illinois are now Selective Service System registration sites, with 90 new volunteer registrars.

Mr. Irwin's cooperation with Selective Service is not new. He has been a local board member on Board No. 195 in Springfield, Illinois for 17 years, serving for four years as board chairman.

Merit Principles

President Gerald R. Ford directed Federal departments and agencies to see to it that the merit principles contained in the Civil Service Act and personnel laws and regulations are fully and effectively carried out.

"Appointments and promotions in the career service must be made on the basis of merit, without regard to political, race, creed or religion," Mr. Ford said.

"Whatever else, recent experience has proven one thing about the Federal Government: It can continue to attract and move ahead even under the most difficult circumstances. This is due chiefly to the fact that more than two million career civil servants who, day-in and day-out, give of themselves in a thoroughly dedicated and efficient manner to assure this continuity.

"These men and women act in the best traditions of the

career civil service which has demanded from them for more than 90 years the highest degree of professionalism and competence. In return, it has assured them of a competitive system free from political considerations either in their appointments or in their promotions."

The President stated that he intends to keep it that way, and urged agency heads to make sure that their agencies "fully comply with both the letter and spirit of the law in this regard."

"I have informed the Chairman of the United States Civil Service Commission of my determination to keep the Federal career service just that—a career service in which men and women can be accepted in the first place on their ability and promoted on their merit."

The newly appointed Administrator for the Region IX Service Center in Alameda, California is Colonel Robert C. Clouse, a native of Columbus, Ohio. He attended Southwest Texas State University in San Marcos, Texas. COL Clouse served in the Army Air Corps during WW II, and returned to active duty, assigned to the Selective Service System in the Ohio State Headquarters in 1964. His duties were: Chief of Personnel and Administration, Executive Officer, and from 1971 until the present he was Deputy State Director. COL Clouse and his wife, Helen, have two children who attend Kent State University.

The outgoing Administrator of Region IX is Colonel William

Nelson. He has been in the position since June 1973. COL Nelson is a native of California and was a 1940 graduate of the University of California in Berkeley. After four years of military service during WW II, he worked a total of 22 years for the Lawrence Warehouse Company in San Francisco. COL Nelson reentered active duty with the Army in January 1963 and was assigned to the Selective Service System. All assignments with the System were with the National Headquarters staff as: Regional Field Officer, Inspector, member of the Management Evaluation Team, and Administrator of the Region IX Service Center. COL Nelson and his wife, Frances, live in Mountain View, California.

Data or Information

If it concerns your pay, do you consider small facts as *information* or *data*?

Most of us are swamped with reading material and ignore some of the important information that comes our way. The leave and earnings statement that goes to each civilian employee every other week contains three extremely important bits of fact that should be reviewed immediately for accuracy. The three items are: (1) a bi-weekly record of earnings and deductions, (2) the total of Civil Service retirement deductions since the latest employment with the agency, and (3) the current record of accrued leave.

If discrepancies are found in any of the three areas, they should be immediately called to the attention of the Civilian Payroll Office.

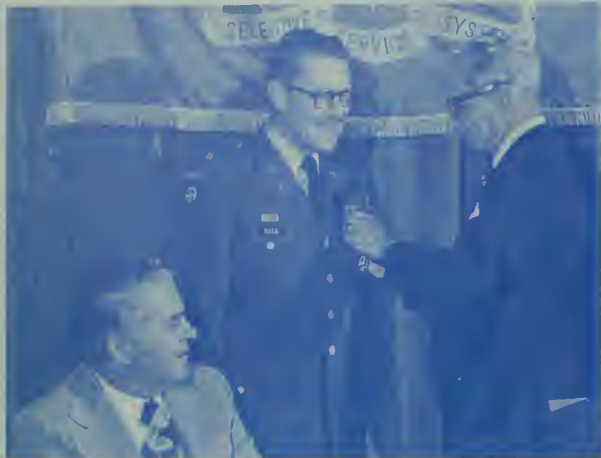
Include all pertinent facts about discrepancies and address all letters to:

Computer Service Center (ACCP)
Selective Service System
2550 Huntington Avenue
Alexandria, Virginia 22303

The personnel of the Civilian Payroll Office urge you to treat each entry on leave and earnings statements as important information, and to report any discrepancies as quickly as possible.

Delaware State Director Retires

Canal Zone Director Retires



Gov. Tribbitt—COL Hall—Mr. Pepitone

COL Clifford E. Hall, the former State Director for Delaware, was presented the Selective Service System's Exceptional Service Award and the Legion of Merit. Governor Sherman W. Tribbitt was present as Director Byron V. Pepitone presented the awards to COL Hall on September 25,

1974 at a luncheon in Wilmington, Delaware.

COL Hall has completed over 38 years of Army service, serving as State Director of Delaware for 13 years. He is presently employed as the Secretary, Department of Highways and Transportation for Delaware.

Reconciliation Manual for sale

The Reconciliation Service Manual may now be purchased by the public from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

It is identified as Catalog Number Y3.SE4:10-2R24/974 and is sold on a subscription basis at a cost of \$18.85. An additional cost of \$4.75 is charged if foreign mailing is involved.



Mr. Ronald L. Seeley (left) received the Selective Service System Exceptional Service Award on November 5, 1974. Mr. Seeley served as the Director for the Canal Zone from November 1970 through August 1974. The award was presented by Assistant to the Director Emanuel M. Kline at Balboa Heights, Canal Zone in the presence of Governor David S. Parker and his staff.

Mr. Seeley has been succeeded by his former Deputy Director, Mr. Richard Morgan.

Former Employees Due Retro Pay

There are approximately 150 former employees of the Selective Service System who have not yet received their retroactive pay increase from last year. The reason is quite simple—the System does not have their current address.

Anyone knowing a former employee who has not received his or her retroactive pay should ask them to contact the Civilian Payroll Office to supply a current address. No responses to:

Subscription Price Increase

A price increase from \$2.00 to \$3.00 per year is effective immediately for SELECTIVE SERVICE NEWS. Refer to the box in address area of this issue for further details.

Computer Service Center (ACCP)
Selective Service System
2550 Huntington Avenue
Alexandria, Virginia 22303

HAWK TALK is the new newsletter for Iowa. Published quarterly in Iowa State Headquarters, the first edition dated October 1974.



Selective

Service NEWS

JANUARY 1975

NATIONAL HEADQUARTERS

SELECTIVE SERVICE SYSTEM
1724 F STREET, N. W.
WASHINGTON, D. C. 20435

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
SELECTIVE SERVICE SYSTEM



Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1968.

This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act, or any other acts of Congress.

Communications should be addressed to: Registrant Information Section, National Headquarters, Selective Service System, 1724 F Street, N.W., Washington, D.C. 20435. (For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.) Price 75 cents (single copy). Subscription price: \$3.00 per year: 75 cents additional for foreign mailing.



Selective Service NEWS

Status Report on Reconciliation Service

In the November newsletter was a summary of the work of Selective Service in President Ford's Amnesty Program. To review briefly, the System has responsibility only for the Clemency Board, the Department of Defense, or the Department of Justice have made the determination of how many months of alternate service to be performed by each candidate for clemency. Once proper authority determines the amount of alternate service, the candidate for clemency reports to Selective Service to "enroll" in the Reconciliation Service Program. On January first, there were 32 military deserters who had been referred to Selective Service by the Department of Defense, 157 draft evaders referred by the Department of

Justice (United States Attorneys), and 10 persons referred by the Presidential Clemency Board who had been convicted of violations of the Military Selective Service Act or the Uniform Code of Military Justice. Of the total, 2,008 persons, 80% of the total, had reported to Selective Service for enrollment.

Enrollees in the Reconciliation Service Program are given 20 days to propose an appropriate job of their own choosing. The State Director of Selective Service having jurisdiction over the area involved assists the enrollee during the 20 day period by furnishing job leads. If the enrollee does not find an appropriate job during his 20 day search period, it is the State Director's responsibility to as-

sign him to an appropriate job after the 30th day.

One of the requirements of alternate service job assignments is that the job not be competitive with the local labor market. This places a limitation on available jobs, but nevertheless on January 1, 1975 Reconciliation Service enrollees were working in over 50 different types of activities on alternate service assignments.

From the very outset of the program last September, Director Byron V. Pepitone has been involved daily in the progress of the program. He created the Reconciliation Service Division in National Headquarters to oversee the program, and has directed all State Directors to become personally deeply

involved in making the program successful.

As in the 1-W alternate service program, hospitals and related health institutions are employing the greatest number of enrollees. Social service organizations, public schools, universities, scientific laboratories, state, county, and municipal governments are included in the list of activities where enrollees are working.

The Selective Service System is dedicated to the successful operation of the President's program to restore to society those individuals who violated the Military Selective Service Act or the Uniform Code of Military Justice during the Vietnam era and who now have expressed their desire to earn their restoration to society.

INDEX-74 Report

INDEX-74, the training exercise in which 20 states participated, was concluded in November 1974. The exercise began in August 1974 and ended with an evaluation of all participating offices and states. The evaluations were conducted by State Headquarters staff members and supervisory personnel using evaluation materials prepared by National Headquarters. Observers from non-participating states joined

the evaluators and later briefed their own State Headquarters staffs on the exercise results.

Despite the workload imposed, the training exercise was well received. The State Headquarters and local board personnel in participating states benefited from the experience, and have expressed the belief that such training exercises are necessary to maintain proficiency.

Although the work-force has

decreased drastically since inductions ended, INDEX-74 demonstrated the fact that the System's personnel have the basic knowledge and ability to react to induction requirements. Registrant processing and procedures set out in current directives proved workable, understandable, and were properly implemented in a timely manner during the exercise. Employees in participating states proved that the

demanding tasks of meeting a "training purposes only" induction call could be met while processing two real programs—the implementation of the Reconciliation Service Program and the early release of conscientious objectors performing alternate service.

The heavy workload imposed during INDEX-74 proved to both management and the employees themselves that the System is capable of meeting the challenge of a "crisis environment" that existed in some areas during the height of INDEX-74 activity. Some employees extended themselves beyond their normal working capacity, which has been a hallmark of the System since its inception.

One aspect of the workload that merits mention was the high proficiency with which local board employees prepared OCR forms not previously used.

(Continued on Page 5)

Date Set For Lottery Drawing

The 7th annual Selective Service System Lottery drawing has been scheduled for March 12, 1975. Its purpose is to match birth dates in calendar year 1956 with a Random Number (RSN), to determine the sequence of call for 1976 should a national emergency arise and should the Congress restore induction au-

thority. As in previous years, four high school and college age young people will draw capsules from two clear plastic drums. One drum will contain the 366 RSNs and the other will contain the days of calendar year 1956. The numbers and dates will be contained inside blue and red capsules. Planning began early in Jan-

uary for the March 12 drawing. The capsules will be loaded into the drums on Monday March 10, and the drums kept under maximum security until time for the drawing on March 12.

Turn to page 3 for a background story on the history of the lottery in Selective Service.

CAREFUL STUDY BEING MADE

Standby is the posture and has indeed become a description of the mission of Selective Service for the past two years—since the last inductions were made in December 1972. Standby now is receiving a searching and critical review at all levels in Selective Service as in other government agencies.

The review to which the System in standby is being subjected is sophisticated and comprehensive. Procedures which have been tested repeatedly over long periods of time are being scrutinized and re-tested as well as being compared to new and innovative ways of performing old functions—once considered to be sacrosanct and beyond review.

The Department of Defense has apparently been successful in its efforts to maintain the armed services with volunteers, as evidenced by the following quote from an item in the New York Times of December 30, 1974:

The Defense Department says that

95 per cent of its 36,900 recruits for the armed services last month rated in the average and above-average mental categories. That is the highest percentage for a single month since such records were begun 23 years ago.

All services met or exceeded their monthly enlistment objectives except the Marine Corps, which fell 2 per cent, or 100 men and women short, said William K. Brehm, Assistant Defense Secretary.

Now, with the need to insure that all Federal expenditures are essential to the national well-being, newer and less costly ways of assuring an ability to augment the all-volunteer military force are the first order of business.

During the national meeting of State Directors in Washington which was conducted during the period of February 9-15, 1975, the combined skill and talents of the 56 State Directors were devoted to establishing a method of operation for fiscal year 1976 and beyond which would

provide the necessary capability in terms of numbers of registrants who can be inducted in a time span established by the Department of Defense for the lowest possible expenditure of Federal dollars.

All members of the System, compensated and uncompensated alike, are subject in one way or another to the final outcome of these most searching studies for new and less costly ways of guaranteeing a capability to augment the all-volunteer military force. There is strong likelihood that the organization and system which shall emerge from these studies will be unlike anything we now know or anything we have ever known.

Flexibility in our thinking is as necessary as the recognition that the original and continuing all-volunteer force concept and planning has never failed to consider as essential a standby draft system capable of augmenting an all-volunteer force with conscriptees in the event of national need.



As soon as possible after results of the February meeting, State Directors have been evaluating the changes which appear necessary and their impact on the System will be communicated to those who will be affected by them and those who have an interest in the Service.

Byron V. Peterson

The California Ecology Corps



Mr. Ed Gladish (center) the Director of the California Land Commission receives the Selective Service Meritorious Service Award from State Director Carlos C. Ogden (right) as MAJ Bill McCann assists. Mr. Gladish cooperated in establishing the California Ecology Corps in 1971.

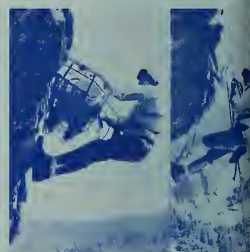


This is one of the Ecology Corps Centers that was formerly a California Conservation Camp. Each center houses 80 to 100 Ecology Corpsmen, many of whom were Selective Service registrants performing alternate service assignments in lieu of induction. Eight similar centers were in operation at the end of 1974.

time.

MAJ Bill McCann of the California State Headquarters and Mr. Ed Gladish, the Deputy Director of Conservation for California, conceived the idea and gained the backing of former Governor Ronald Reagan. On April 27, 1971 the Governor issued an Executive Order establishing the Ecology Corps. In the beginning there were 3 centers, but by the end of 1974 there were 8 centers in operation.

The Ecology Corpsmen work in every phase of forestry conservation and wildlife preservation, build trails, improve access to remote areas, clear streams, seed burned-over areas, and improve the deer and game habitat. At the beginning of the program, an all-volunteer rescue team was organized entirely from 1-W Selective Service registrants. When offered early releases in November 1974, all of the 1-W members of the rescue team elected to



Two rescue team members hang carefully in the mountains as part of practice training for possible rescue missions as Ecology Corpsmen. The team made up exclusively of Selective S 1-W registrants who volunteered for dangerous assignment.

The California Ecology Corps Centers were the largest single employer of 1-W registrants on alternate service assignments in the nation. Selective Service registrants who had been classified by their local boards into Class 1-0, when reached and ordered to alternate service, were assigned to the Ecology Corps from almost every state. A total of more than 800 men were assigned, with a peak total of 290 at one

remain on their jobs rather than accept the early release. Several other 1-Ws also elected to remain on duty.

The California Ecology Corps contributed to the overall success of the alternate service program for Selective Service registrants, enabling State Directors from many states to assign conscientious objector registrants to alternate service assignments in the Ecology Corps.

A Brief History of Selective Service

The announcement of the annual Selective Service lottery is on page 1 of this newsletter. Actually, the use of a Selective Service is not new. A retrospective look at the history of manpower procurement in this nation's military helps give perspective to the stand-by status of the Selective Service System, as well as to the 7th annual lottery in recent years.

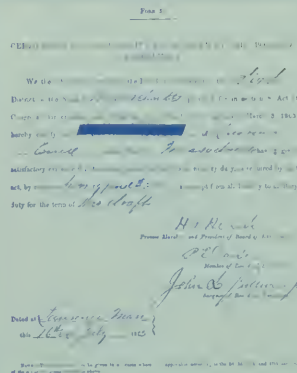
The Director's Semiannual report last year, Mr. Pepitone told Congress: "This may be the last report for the foreseeable future in which it will be possible to report upon the number of persons inducted into the military services in light of the recommendations of the Secretary of Defense to the Congress on the progress made by the Department of Defense in attaining an all-volunteer military force."

The Secretary of the Army Howard H. Callaway reported on July 1964 that "... the volunteer Army (ended) the fiscal year in which of its authorized strength ... the volunteer Army has met the challenges of its first year and has succeeded ... " The history of the Army is replete with accounts of volunteers, and the total force sustained by individual elective effort is another

In 1792 the Congress passed the Militia Law which required white males to participate in militia activities administered by the individual states. Implementation of the law did not require a formal national draft of able-bodied men, but rather a philosophical reflection of the desire for a strong state government with minimal control or interference from the federal level.

The philosophy of decentralized conscription prevailed in the years for the next 70 years as revealed in the Militia Act of 1862 which authorized President Lincoln to draft 300,000 men for a maximum of 9 months service. The authority did not extend to the conscripts to be utilized in other than state militias. Consequently, they remained under state rather than federal control.

Currently, the Confederacy was experiencing similar manpower problems. Unable to recruit sufficient volunteers, the Confederate States authorized President Jefferson Davis to draft eligible white males for military service of up to 3 years. A year later, the Union followed suit with enactment of the Draft Act of March 3, 1863, and established what is generally considered the first federal draft in United States history.



This document concerning the same individual certified that the man, by reason of having paid \$300.00, had given satisfactory evidence that he was not properly subject to do military duty. Note the date, July 16, 1863.

Soon after the Civil War ended in April of 1865, the draft law was allowed to expire. It remained dormant for more than half a century.

On April 6, 1917 the United States declared war on Germany and 6 weeks later—May 18—Congress dusted off the lottery system of manpower procurement and established the Selective Service Act of 1917.



The WW 1 lottery drawing, in which Secretary of War Newton D. Baker (blindfolded) drew a lottery number under the watchful eye of Army officers.

World War One ended the following year, and the Selective Service legislation was again allowed to expire.

Concerned with the state of our military preparedness, civilian and military leaders alike explored the feasibility of reestablishing the draft during the postwar period. Bitter memories of World War I and the winds of isolation buffeted any wave—however small—for conscripting men into a peacetime Army. These discouragements notwithstanding, a small group of civilian-

(Continued next page) 3

The document above was found among the records of an old building being renovated in Lawrence, Massachusetts. It was the official notice that the individual had been inducted into the service of the United States on July 10, 1863.

military planners kept alive the mechanics of a Selective Service System—just in case.

An ocean away, ominous voices and war clouds began to grow. Germany invaded Austria, Hitler annexed a large portion of Czechoslovakia and invaded Poland in September of 1939.

A series of events in the spring and summer of 1940 may have acted as the catalyst of public opinion concerning reactivation of Selective Service: (1) The Army of the Netherlands collapsed on May 15, (2) Belgium surrendered on May 28, (3) the German Army entered Paris on June 14, and (4) the Franco-German armistice was signed on June 22.

Six days after the capture of Paris, Senator Edward Burke of Nebraska and Representative James Wadsworth of New York introduced bills in their respective House of Congress calling for reinstatement of a Selective Service program.

On Sunday, June 23, 1940 the results of a Gallup Poll were published indicating public opinion concerning conscription. Seventy-two per cent of the people polled favored returning to the machinery of Selective Service to build up the military strength of the United States.

Senate debate on the Burke-Wadsworth bill began August 8 and 20 days later passed 58 to 31. The House of Representatives debated the bill until September 7 and approved it 263-149. After joint committee action, the Burke-Wadsworth bill was accepted by both Houses and President Franklin Delano Roosevelt signed the measure on the afternoon of September 16, 1940.

The Selective Service Training Act called for one year of military training and required all males between the ages of 21 and 35 to register. Wednesday, October 16, 1940 was declared a day of national registration. More than 16 million men lined up to register. Registration sites were inundated in heavily populated areas. The volunteer registration staffs were completely overwhelmed with registrants. Two weeks later, the first National Lottery under the 1940 Law was held. Nine thousand numbers were to be drawn.

An executive officer with the Selective Service System LTC Lewis B. Hershey wrote about the drawing: "An immense goldfish bowl which had been used in 1917 and given to Independence Hall in Philadelphia was borrowed for the occasion." The young officer who was later to become the Director of Selective Service continued: "Colonel Charles R. Morris, USA-Ret., who assisted in the 1917 lottery was asked to participate. The capsules had been brought from the vault of the Treasury Department where they had been under guard since being prepared. The capsules were poured into the bowl and stirred."



The WW II lottery drawing, in which President Franklin D. Roosevelt announced the first number drawn to the nation by radio network. Secretary of the Navy Frank Knox (near table) watched as Secretary of War Henry Stimson (blindfolded) drew the first number. The man holding the blindfold was Colonel Charles R. Morris (USA-Ret), who had assisted in the 1917 lottery drawing. At the extreme right was Lieutenant Colonel Lewis B. Hershey.

President Roosevelt entered the National Auditorium spoke to the nation by a national radio hook-up. Following remarks, COL Morris blindfolded Secretary of War Henry Stimson, who reached into the bowl and withdrew the first number and handed it to President Roosevelt. The President announced to the nation: "The first number drawn in the Selective Service Lottery is 158."



Harry Robert Bell and his mother Mrs. Mildred Bell were in the audience when Bell's number was first to be drawn.

Mrs. Mildred C. Bell was in the audience. Her gasp was audible because number 158 belonged to her 21-year old Harry Robert Bell who was seated beside her. At that moment he had become one of the men designated for induction holders of number 158. Another unidentified Washington, D.C. resident in the audience also had number 158. He said he didn't know whether to stand up and salute or just remain quiet. He did remain quiet, and no one there knew at the time if he was selected, so no picture was taken.



Then an executive officer in Selective Service National Headquarters, Lieut. Colonel Hershey drew a number.

On and on droned the opening of capsules and announcing the numbers. Seventeen hours later, the last number—2144—was drawn.

TIME magazine reported in its coverage of the 1940 lottery that Alden C. Flagg, Sr of Boston held the first number drawn in the 1917 lottery, and his 27-year old son held number 158 in the 1940 lottery.

The first peacetime inductees were sworn in a few weeks and peacetime inductions continued until December 7, 1941, the day President Roosevelt said would "live in infamy" the fateful day of the attack on Pearl Harbor. On December 8, the Congress declared war on Japan, ending the peace draft. It became a war-time draft.

(Continued next)

A Brief History of Selective Service - concluded

Although World War II ended officially on September 2, 1945, inductions continued for another 18 months. President Harry S. Truman recommended to the Congress on March 3, 1947 that the 1940 Selective Service and Training Act be allowed to expire at the end of that month. Congress agreed.



President Harry S. Truman signs the 1948 Act on March 17, 1948. The officers standing are Colonel Louis H. Renfrow and Brigadier General Carlton S. Dargush, both of the National Headquarters Staff. Seated by President Truman is Major General Hershey.

By 1948 volunteer enlistments had fallen sharply and tension in Europe had increased greatly. In March, the U.S.S.R. walked out of the Allied Control Council to protest Western plans for the future of Germany. On March 17, 1948 President Truman urged the Congress to restore the authority to induct men into military service, and the Selective Service Act of 1948 was passed into law on June 24, 1948. For the second time in the history of the United States, conscription during peace-time was authorized.

The President's authority to induct men into military service was subsequently renewed by the Congress at periodic intervals and remained in force through the involvement in the Korean War (June 25, 1950 to July 27, 1953) and the involvement in the Vietnam War (1961 through 1973).

During World War II, the Selective Service System adopted a method of selecting men for induction on the basis of quotas and calls, inducting oldest men first. This method of selection remained in effect until President Richard Nixon established a

random selection procedure by Executive Order issued November 26, 1969.

In December 1969 a lottery was conducted, and commencing with the January 1970 call, Selective Service registrants were reached for induction by the new procedure. The random selection procedure used a lottery drawing to pair a Random Sequence Number (RSN) with the registrant's birth date.



The December 1969 lottery drawing used the same fish bowl used in 1940. On the left was Lt. General Hershey. The man drawing a number was Congressman Alexander Pirnie of New York. The man at the right was Colonel Daniel Omer, the Deputy Director. The two onlookers were National Headquarters employees, Mrs. Bernice Brodtkin and Mr. Francis Drath.

President Nixon promised to "end the draft" and asked the Congress for a two year extension of induction authority at the beginning of fiscal year 1972, rather than the usual 4 year extension. The Congress agreed, and induction authority expired on June 30, 1973. The Department of Defense announced that it would not require inducted personnel after December 1972, and consequently no induction orders were issued after that date. The last inductee reported for active duty in the Army on June 30, 1973.

Under the provisions of the Military Selective Service Act, the Selective Service System is required to continue all aspects of registrant processing in order to maintain a readily inductible pool of men to meet the military manpower needs of the nation in the event of a national emergency. In view of this requirement, the 7th annual Selective Service lottery in recent years is scheduled for March 12, 1975.

INDEX-74 Report *Continued from Page 1*

Likewise, the personnel of the Computer Service Center demonstrated the ability to quickly and accurately program new data base and availability reporting system and process the additional OCR forms required by the training exercise while carrying on normal operations and setting up a new computer system for the Reciliation Service Program. The capability of the Computer Service Center was clearly demonstrated.

The exercise brought about

several recommendations for improvement of any future exercise, the Registrants Processing Manual, SSS Forms, Procedural directives, Registrant Information Bank reports, the Local Board Fiscal Manual, and existing equipment and supplies. The recommendations will be studied at National Headquarters for possible implementation. None of the recommendations involved any major changes in current policy or procedures or in the organization of the exercise itself.

Selective Service military reservists demonstrated their continuing value to the System by promptly reporting for 90-day tours on very short notice, and quickly and proficiently assuming assigned duties on the INDEX-74 staff.

The flexibility of the full-time staff was also demonstrated by the State Headquarters staff employees who responded quickly to temporary duty in National Headquarters to assist in the training exercise.

INDEX-74 was a practical training exercise which produced many ideas which might not have surfaced without the exercise. It produced many tangible benefits.

Perhaps one of the more valuable benefits of INDEX-74 was the self-assurance for all involved personnel at all levels that the System is indeed capable of its mission in the event of a national emergency, if provided with an adequate personnel augmentation when needed.

HONOR ROLL

Nine states and three locations made the Computer Service Center OCR Forms Honor Roll for low rejection rates in November.

The CSC lists the following locations and rejection percentages:

LOCATION	RIB	non-RIB
Guam	0.0	0.0
New Hampshire	.1	0.0
Hawaii	.6	0.0
Rhode Island	.6	0.0
Iowa	.6	1.0
Tennessee	.7	0.9
Delaware	.8	0.0
New Mexico	.8	0.0
Wisconsin	.9	0.0
Rgn III SC	—	0.0
Rgn IV SC	—	0.0
Rgn IX SC	—	0.0

Twelve areas or locations appear on this November Honor Roll as compared to nine in October.

Of the 264,006 RIB forms submitted in November only .9% were rejected compared with 1% rejected in October. Of the 13,054 non-RIB forms submitted in November, 3.6% were rejected compared with 4.4% in October. This shows a .1% improvement in RIB forms and a .8% improvement in non-RIB forms. Of all forms submitted, slightly more than 1% have to be resubmitted.

The CSC personnel are pleased with the reduced rejection rates for forms.

The Selective Service System has stored records with the various Federal Records Centers for many years. Seldom is information needed from any of the stored records, but occasionally the need arises. The cooperation of the Federal Records Centers in providing requested information merits comment.

The request for information cited here is not necessarily unusual, but it does illustrate the typical cooperation of the personnel in Federal Records Centers.

Texas conducted 18 area meetings of local and appeal board members recently. Except for one, all were dinner meetings. Spouses were welcome and interested guests at several of the meetings.

COL Melvin N. Glantz, the State Director for Texas, briefed board members on the current standby mission of the System and discussed the curtailed work force which has been made necessary by the austere nationwide budget of the System.

The board members' interest in President Ford's amnesty plan for draft evaders and military deserters was noted by COL Glantz. Of particular interest was the role of Selective Service in the Reconciliation Program. All 18 meet-

A gentleman in his 70s was having some difficulty in establishing his correct age with the Social Security Administration. He wrote his congressman seeking help. The congressman wrote Selective Service for information from the man's WW I registration card. The congressman's letter was received on November 22, 1974. National Headquarters requested the necessary information from the proper Federal Records Center. By November 29 a photocopy of the 1918 registration card (PMGO

Form 1) was received by National Headquarters showing date of birth that substantiated the gentleman's claim about correct age. The response the congressman allowed to respond to his constituents with the desired facts within two weeks.

Similar requests are routine but this incident relates excellent cooperation Selective Service System receives from the personnel at the various Federal Records Centers.

Area Meetings in Texas

ings included a briefing on Reconciliation procedures.

After the recent extensive consolidation of local boards, Texas now has 100 local and 4 appeal boards, with 550 board members. There were 400 members in attendance at the meetings.

More than 80% of the boards mustered a quorum and conducted regular quarterly meetings at the area meetings.

In the sparsely populated sections in the western part of Texas, many of the board members traveled more than one hundred miles to attend the meetings, the longest one-way distance being 197 miles.

COL Glantz said: "Interested dedicated board members are the key to a viable

Selective Service System. The keen interest shown by board members is a good indication that the System is alive, well and is capable of responding in the event of a national emergency."

The Texas State Director indicated an increased interest among the board members at the round of area meetings and stated: "The members from adjacent board got acquainted and shared common problems while receiving meaningful information about Selective Service from the briefing on the current operations of the System. This combination of ingredients in the meeting appeared to encourage continued board member interest and participation."



Selective

Service NEWS

FEBRUARY, 1975

NATIONAL HEADQUARTERS

SELECTIVE SERVICE SYSTEM

1724 F STREET, N. W.

WASHINGTON, D. C. 20435

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
SELECTIVE SERVICE SYSTEM



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Selective Service NEWS

1975 STATE DIRECTORS' CONFERENCE

The 1975 State Directors' Conference was held in Washington, D.C., February 9 through 13, 1975. The major purpose of the four-day meeting was to review, study and make recommendations for the national concept of the Selective Service System for the year 1976, as directed by the Presidential budget process. The conference discussed possible improvements in the Reconciliation Services program.

Director Byron V. Pepitone presided over the conference by highlighting some of the important activities underway in the last State Directors' Conference in San Antonio, Texas. He stressed his concern over the position of the Selective Service System in relation to the Congress and the action that might be taken on the FY 76 budget by the Congress. The Director further

stressed the importance of this year's conference in relation to the future of the System and stated in his opening remarks: "... that we do provide the absolute best agency possible with the resources given us."

Mr. John Barber, Manager of the Reconciliation Services Division spoke to the State Directors about the job possibilities for Reconciliation enrollees in the Selective Service System Comprehensive Employment and Training Act (CETA) program, and the creation of the Special Task Force from National Headquarters, to aid in finding jobs in those areas that are particularly high unemployment areas.

Later, on opening day, the State Directors met in symposium sessions to hear reports from National Headquarters staff members. Mr. Pepitone's

slide-tape presentation to the Defense Manpower Commission was shown. It described the operation and mission of the System as it applies to the processing of a registrant, and detailed the changes that took place in 1972. Mr. Raymond Wisniewski and CPT Joseph LaCroix reported on the Mobilization Readiness Exercises in 1974; COL Norman Hawkinson on Index-74; Mr. Glenn Bowles on Medical Specialists; and Mr. Kenneth Crosson on the Violators Information Monitoring System (VIMS).

Tuesday and Wednesday were devoted to workshop groups studying and evaluating particular problems and areas of operation. Each of five workshop groups formulated recommendations and courses of action for the System. Each group was monitored by a staff member with designated State Directors serving as

chairman and vice-chairman.

LTC Robert Kinscherff, the State Director for Illinois was chairman of the "New Procedures" workshop, with COL Norman Hawkinson of the Operations Division as monitor. This group formulated recommendations on procedures to be utilized in processing inductees and standby reservists during a future mobilization. Their recommendations concerned the "non-resisting" registrant who makes no claims for delay or deferment as well as the "non-resisting" standby reservist.

The "Annual Registration" workshop was chaired by the State Director for Minnesota, COL Robert Knight, and was monitored by LTC John Caron of the Operations Division. They planned a proposed

(Continued on page four)

Clemency Program Extended by President Ford

The President has signed an extension of the dead-line for filing in his Clemency program until March 1, 1975. He extended the time period to January 30, 1975, just one month before the original expiration date. About the overall program the President said:

This program was intended to reach a broad group of young Americans who had been convicted, charged, investigated or who were still in the military for violations of the Uniform Code of Military Justice. Also, this program was intended to provide a way for many persons who received an Undesirable Discharge from military service for absentee related offenses, to upgrade their discharge certificate to a General Discharge. After reviewing the progress

of this program, I believe that many of those who could benefit from it are only now learning of its application to their cases. This belief is based on a significant increase in the number of applications and inquiries over the past few weeks when publicity and communications about the program were greatly expanded.

President Ford has assigned to Selective Service the responsibility for placement of persons required to perform reconciliation service in approvable jobs and for monitoring their performance.

On January 31, 1975, a total of 3,005 returnees had enrolled in the program. There were 2,690 from the military departments, 308 from the Justice Department, and 7 from the Clemency Board. There were 648 enrollees at

work and approximately the same number referred to specific jobs.

Speaking for the Selective Service System, Director Byron V. Pepitone said: "Considering the economy and the high unemployment rate, I believe the System has done a remarkable job. The task is not easy, but with the efforts of State Directors and their staffs, I am convinced that we will be able to place all of the enrollees who are sincerely interested in completing their required alternate service."

"The President placed full confidence in us to carry out this important assignment," Mr. Pepitone continued, "and I am confident that everyone in the Selective Service System with responsibility in the Reconciliation Program will do their utmost to make the President's Clemency Program successful."

Arkansas Reservists Honored

Two Selective Service Reserve officers in Arkansas have received awards recently.

Colonel Max Howell, Commander of the Selective Service Section of the Arkansas National Guard received Arkansas' Distinguished Service Medal from former Governor Bumpers. In addition to commanding the Guard Section, COL Howell is the senior State Senator in Arkansas.

Colonel Howard T. Shepherd, the Commander of the Arkansas Selective Service Reserve Unit, received the Selective Service System Meritorious Service Medal from Lieutenant Colonel Middleton P. Ray, the State Director for Arkansas. He also received the Air Force Commendation Medal as he retired from the reserve program.

BUDGET GUIDANCE FOR FISCAL YEAR 1976

The 1975 conference of State Directors in Washington was concerned primarily with planning for implementation of the Presidential budget guidance for fiscal year 1976. The operational aspects of the conference are reported elsewhere in this newsletter, but I would like to share with you some of my thoughts about the planning and the Presidential guidance.

In his budget message to the Congress, President Ford proposed that the Selective Service System (1) implement and determine the viability of an annual registration procedure, (2) develop and prove new procedures for processing draftees, (3) phase down local board operations through fiscal year 1977, (4) defer standby classification processing until induction authority is requested, and (5) continue to appoint local board members and maintain lists thereof in order to minimize time required to reconstitute local board operations in a crisis.

In their planning, the State Directors took into consideration a requirement to minimize the impact of the implementation of these five steps on our organization, our operations, and our mission capability as we proceed toward deeper standby, as directed by the President.

Contingent upon Congressional approval for appropriations of requested fiscal year 1976 funds, it is my intention that:

— There will be a minimum of change in our organization for the remainder of calendar year 1975. The System will continue to have its National Headquarters, Regional Service Centers, Computer Service Center, the 56 State Headquarters and the 626 Area Offices now in existence.

— Operationally, the System must continue through calendar year 1975 to accomplish all required processing actions to develop the pool of registrants below the APN, classified 1-A, and available for examination, as it has done in the two past years since the cessation of inductions. Registration procedures for 18-year-olds must be revised to accommodate the annual registration test directed in the President's guidance, with an annual registration test in a limited time period in early calendar year 1976.

— Personnel strength will remain at approximately 2,450, as it now is, throughout the remainder of calendar year 1975. Any reduction in the compensated work force is contingent upon successful test-

ing of new procedures, and cannot occur until after January 1, 1976.

The planning for a change in registration procedures is occasioned by the need for less costly and more efficient operation. The change is not intended to belittle the success of the present system of continuous registration. In fact, calendar year 1974 was the second highest registration year since World War II. To be exact, 2,007,433 men were registered in 1974.

The first test of annual registration procedures must be conducted early enough in the next calendar year for its viability to be determined and the results made known prior to the formulation of operational procedures for fiscal year 1977.

The Presidential guidance calls for the implementation and testing of new procedures for processing draftees and identifies these new procedures as those which seek to exploit, in behalf of economy, modern business methods and machines. These proposed procedures will give the computer new roles in ordering registrants for examination or induction. The equity of the procedural regulations inherent in the current procedures, which are related to personal ap-



pearance and appeal rights, will be altered.

The test of proposed new procedures must be initiated during current fiscal year.

Flexibility in our thinking continues to be the most important facet of planning and testing new procedures that are thrust upon the standby Selective Service System's personnel.

I am confident that our mission of standby preparedness can be met by the careful extrapolation of every responsible member of the Selective Service System into realms we must explore. I solicit the very best effort of every compensated, uncompensated, and reserve officer member of the Selective Service System.

Byron V. Pepsis

Keep Record of Bonds

Savings Bonds that have been lost, stolen, mutilated, or destroyed can be reissued if certain information is known. The Treasury Department makes available a "Record of Ownership" form. The same information can easily be maintained without the form. List the issue date, serial number and denomination of each bond on a piece of paper and keep the record in a place away from the bonds for safekeeping in the event of fire or theft. Should bonds be lost, prompt notice to the Treasury

Department with the required information will result in quick reissue. A delay of months is usual if the information is not kept. Show all names and addresses that could have appeared on the bonds, whether or not the issue date and serial numbers are furnished. If bonds are lost, stolen, or destroyed, contact:

Department of the Treasury
Bureau of the Public Debt
536 South Clark Street
Chicago, Illinois 60605

1974 Area Office Managers of the Year Selected

The selections for Area Office Manager of the Year in 1974 have been made by the Recognition and Awards Committee.

For the first time, two persons tied for the Class I award. The awards go to:

CLASS I

Mrs. Renadar Curtis
Area Office Administrator
Area Office No. 23
Chicago, Illinois
and
Mrs. Catherine G. Furlong
Executive Secretary
Area Office No. 3
Camden, New Jersey

CLASS II

Mr. Harold Cross
Executive Secretary
Area Office No. 21
Ann Arbor, Michigan

CLASS III

Mrs. Betty Lou Dixon
Executive Secretary
Area Office No. 36
Pittsburg, Kansas

Sites competing in Class II have 34,501 or more to accountable files (TAFs). Class II sites have between 11,000 and 34,500 TAFs and Class III sites have 11,100 or fewer TAFs.

Violator Inventory Monitoring Systems

In December 1974, Selective Service Director Byron V. Pitone and Mr. Kevin Rooney of the Justice Department appeared before Senator Edward Kennedy's committee on Administrative Practice and Procedure.

Senator Kennedy requested the Justice Department to furnish a 100% accurate list of Vietnam era violators of the Military Selective Service Act. The list was to name those persons who the Justice Department intended to prosecute. In January 1975 the list was furnished. It contained approximately 4,400 names of violators.

The list was made available to minimize the possibility of draft evaders would continue to be fugitives when the Department of Justice had no means for prosecution of their cases.

It was felt that by consulting the list, an evader would know his legal status and be in a position to make an intelligent, informed decision con-

cerning his return to the United States and participation in President Ford's Clemency Program.

For these reasons, the Department of Justice prepared and considered the list as a FINAL listing of prosecutable cases of violators from the Vietnam era. It is recognized that some persons may escape prosecution by reason of not having their name on the Justice Department's FINAL list. It seems to be the intent of Senator Kennedy's subcommittee that the risk of losing a few prosecutable cases was not too great a price to pay for providing violators with accurate knowledge of their legal status.

The production of the list by the Justice Department has had an effect upon the Selective Service System. The violator inventory monitoring system (VIMS) data showed more than the 4,400 violators reported by the Department of Justice. Normally, a case-by-case check would be made

to determine the cause of discrepancies, but because the Justice Department's list was final and definitive, the VIMS data will simply be modified to delete any names not on the Justice Department list.

The list was only intended to provide the Department's prosecutive decision concerning Vietnam era violators known to the government at the time the list was produced. It does not include the names of persons who may be accused of failing to register or of late registration during the Vietnam era. Persons who come to the attention of the Selective Service System who failed to register during the Vietnam era may still be prosecuted whether or not their names appear on the Justice Department's list.

The required changes of VIMS data are being made by the Office of the General Counsel in National Headquarters. Corrected VIMS lists should be available this month.

Utah State Director Dies



Mr. A. L. Beck, the State Director for Utah, died in an Ogden, Utah hospital shortly after an automobile accident on January 24, 1975.

Mr. Beck, 54, had served as State Director of Selective Service since October 1973. He was a veteran of World War II and an honor graduate of the University of Idaho in 1942.

Survivors include his wife, Mrs. Syble Beck; one son, James; three daughters, Mrs. Maxine Palmer, Mrs. Patricia Henry, and Miss Sally Ann Beck. He is also survived by two grandchildren and his parents, Mr. and Mrs. Joseph Beck.

New Mexico Governor Appointed Registrar



Here this is a "first" for New Mexico. Former Governor Bruce King is shown signing his Oath of Office and Waiver of Pay (SSS Form 400) with Executive Secretary Selba Campbell of Area Office No. 2 in Santa Fe, New Mexico. The outgoing governor is now a volunteer uncompensated registrar for Selective Service in the Tinley, NM area near his ranch home. The former governor's appointment received wide publicity in the news media of Arizona, West Texas, and New Mexico giving credence to the continuing requirement of registration.

NEW CIVIL SERVICE APPEALS SYSTEM

A new employee appeals system has been established for Federal employees by the U.S. Civil Service Commission. Agency appeals systems have been abolished and employees wishing to appeal will have the right to submit an appeal direct to the U.S. Civil Service Commission. The Federal Employee Appeals Authority will act for the Commission in administering the new appeals system. The Authority will be completely separated from other Commission functions and will operate under the direct supervision of the Civil Service Commissioners. Employees taking an appeal will have the right to public hearings and appeals officers will have the authority to order corrective action when appropriate.

The new appeals organization will have jurisdiction over appeals from severe adverse actions such as removal, reduction in rank or pay, and suspension from duty without pay for lengthy periods. The

NAVY PROMOTES FOUR TO CAPTAIN

A Navy selection board met on January 21, 1975, selecting four Selective Service officers for promotion to the rank of Captain. Three of the four are members of reserve units:

CAPT James A. Buckley, USNR

Omaha, Nebraska Unit
CAPT William I. Head, USNR
Johnson City, Tennessee Unit

CAPT Robin A. Oxenford, USNR

Buffalo, New York Unit

The fourth officer promoted was CAPT Gordon K. Meriwether, Jr., USNR, who is currently serving on extended active duty as Manager of the Office of Special Studies in National Headquarters.

CAPT Robert D. Espeseth of the Detroit, Michigan, Reserve Unit served as a member of the Navy promotion board.

(Continued on page four)

basic procedural requirements for taking adverse actions have not changed. They include at least thirty days advance written notice, the reasons for the proposed action specifically and in detail, the opportunity to answer personally and in writing, and the issuance of a written decision before the action is effected. Under the new requirements the decision on a proposed adverse action cannot be made by the individual proposing the action. The decision on the proposed action must be made by an official at a higher level in the agency.

Procedures for contesting other types of disciplinary actions within an agency are not affected by the new appeals system and these actions will continue to be processed under agency grievance procedures.

RECONCILIATION SERVICE MAN-HOURS REPORT

Persons at all levels of the System are required to keep a record of time spent on the Reconciliation Program and report the total to their State Headquarters and they in turn report to National Headquarters.

State Directors' reports are outlined in Letters to All State Directors No. 315.3 dated October 25, 1974, and No. 380.3 dated October 3, 1974.

Accurate and prompt reports are required.

The Civilian Payroll Office is receiving numerous inquiries from employees and former employees about the accuracy of the gross earnings amount appearing on 1974 W-2 forms.

The basic problem is that pay period No. 1 reflected pay earned in 1973 but paid in 1974. The dates of the pay period were December 9, 1973 through December 22, 1973.

If the employee, after considering the earnings of pay period No. 1, still has evidence that the gross pay shown on the W-2 form is incorrect, a new W-2 will be issued if the original was in error.

Current Addresses of Former Employees Needed

The request for help in locating former employees has been made previously, and it is repeated.

There are still several former employees due back pay. Now, several wage and tax statement (W-2) forms have been returned as undeliverable because of incorrect address.

If any employee knows a former employee due retroactive pay or in need of their 1974 W-2 forms, please have them contact the Civilian Payroll Office giving their current address. They should contact:

Computer Service Center
(ACCP)
Selective Service System
2550 Huntington Avenue
Alexandria, Virginia 22303

method to accomplish registration on an annual basis. The President has directed that a test be made of annual registration, therefore this workshop reviewed, discussed and developed recommendations for the viable method of accomplishing annual registration in accordance with Section 3 of the Military Selective Service Act and possible future Presidential proclamations.

The workshop on "Period of Transition—Operations" was chaired by Mr. John Brokaw, the State Director for New York State and monitored by Mr. Glenn Bowles, the Manager of the Operations Division. Planning centered around the functions to be required at all levels of the System, including the kinds of files and records considered essential, and the staffing and training of compensated and uncompensated personnel that will provide full utilization of available personnel.

The State Director for Maine, Mr. Paul Merrick chaired and Mr. Raymond Wisniewski, the Manpower Administrator monitored the workshop on "Personnel Resources." Their planning task was the development of a viable plan for proper management and use of available personnel resources to complement the planning of the "Period of Transition—

Operations" workshop recommendations.

The fifth group was "Reconciliation Program" workshop, chaired by Carlos Ogden, the State Director for California and monitored by Mr. Bob Shuck of the Reconciliation Services Division. The State Directors of this group were involved in developing guidelines and successful approaches to be utilized in contacting potential employers for approvable jobs for returnees under the Reconciliation Program. Their frank discussion of difficulties that have been encountered resulted in useful proposals and recommendations for improving the effectiveness of job development efforts by State Directors.

On the final morning of the conference, the workshop chairmen reported to all conferees on their findings and recommendations. During the afternoon session, Mr. Peptone reviewed the week's activities and discussed plans for implementing the budget guidance from the President and the transition activities that may be expected in fiscal year 1976.

The 1975 State Director Conference was concluded on Thursday night with a banquet. Mr. Peptone spoke and concluded the evening with presentations of several awards.



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MARCH 1975

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Selective Service NEWS

Seventh Annual Lottery Drawing Held



The 7th annual Selective Service lottery drawing was conducted in Washington, D.C. on March 12, 1975. The purpose of the lottery was to select a Random Sequence Number for Selective Service registrants born in calendar years 1956. These numbers will determine the sequence of processing by the Selective Service System of each year group when assigning registrants to the 1976 First Priority Selection Group. The results of the lottery are shown in the chart on page 4 of this newsletter.

The lottery sounds simple, but more planning and effort went into it than most people could imagine.

The National Bureau of Standards prepared 25 permutations of the numbers 1 through 366 (1956 was a leap year). Each of the permutations was a set of the 366 numbers in an order randomly selected by accepted scientific methods to completely re-arrange the chronological order. Each of the 25 sets was in a different random order.

Similarly, 25 random calendars for 1956 were prepared in the same manner, with the dates jumbled in an impartially chosen random order.

Two days before the drawing, the numbers and dates were placed in capsules and capsules loaded into two clear plastic drums. The loading was done on stage at the

Department of Commerce Auditorium in Washington, D.C. The loading process was monitored by three official observers:

- Mr. Roy H. Wampler, National Bureau of Standards, Department of Commerce, Washington, D.C.

- Dr. John A. Oppelt, Chairman, Department of Mathematics, George Mason University, Fairfax, Virginia.

- Dr. Anthony G. Mucci, Professor, Department of Mathematics, University of Maryland, College Park, Maryland.

These three observers monitored the loading of the capsules and drums, their storage, and the entire lottery drawing procedures.

When the capsules were loaded, this procedure was followed: two racks, containing empty capsules were placed on tables near the two clear plastic drums—366 capsules in each rack. One of the official observers chose, at random, one of the 25 random calendars. After marking the calendar chosen, the 366 dates were loaded into the date capsules in the order of the random calendar, and placed back on their rack. Next, one of the official observers chose, at random, one of the 25 permutations of numbers. After marking the set of numbers chosen, the numbers were loaded into the 366 capsules for numbers in the

order of the permutation selected, then each capsule was placed back on its rack. With both dates and numbers loaded into capsules, one of the official observers chose a second permutation of numbers at random, and using this permutational sequence, the date and number capsules were loaded into their drums simultaneously. As soon as the drums had been loaded, they were rotated for five minutes, then sealed and moved into a storage room and kept under constant guard until time for the lottery drawing. On the day of the drawing, with the official observers watching, the drums were removed from the guarded storage room and rotated for twenty minutes before the time set for the lottery.

Promptly at 10:00 AM on March 12, the opening statement was made by Byron V. Pepitone, the Director of Selective Service. At the conclusion of his remarks, he declared the lottery open and asked for the first capsules to be drawn.

The capsule selectors then simultaneously drew a capsule from each drum. The date and the number drawn were announced, recorded, and posted on the display boards. This process was repeated until each of the 366 dates and numbers were drawn. None of the Random Sequence Numbers were official until all were

drawn and the official observers had certified the results accurate and completed in an impartial manner. With their signed certifications in hand, Mr. Pepitone officially declared the results to be final and official and the lottery complete.

The young people who drew the capsules from the drums were:

- Mrs. Nancy Kelly, student, Northern Virginia Community College, Annandale, VA.

- Mr. David Jordan, student, Emory University, Atlanta, GA.

- Miss Monica J. Neal, student, Coolidge High School, Washington, D.C.

- Mr. Richard Bernstein, student, Milford Mill High School, Pikesville, MD.

Deputy Director Resigns

Mr. John D. Dewhurst, the Deputy Director of Selective Service, has submitted his resignation because of ill health.

Mr. Dewhurst joined Selective Service in September 1970. He was appointed Acting Deputy Director on April 9, 1973 and was sworn in as the Deputy on July 13, 1973.

He had major surgery in February, and was unable to return to duty at National Headquarters.

*"...The most important social service
a government can do for its people
is to keep them alive and free."*



Byron V. Pepito

The most common question asked of me as I travel throughout the System, by people who are unfamiliar with the activities of Selective Service—and I suspect this question is also asked of many of our employees—"What are you doing in the Selective Service System now that you're not inducting people?" Usually this question is followed by a remark, well-intentioned, I am sure, in most cases, from the individual who asks how we in the System can rationalize any expenditure of federal funds for a Selective Service System when we are not inducting anyone.

Now, perhaps more than at any time since induction ceased in the summer of 1973, the issue of whether additional federal monies should be spent in support of the Selective Service System arises. It is not sufficient to say that the law requires that we maintain an active Selective Service System for, as we all know, laws can be changed. Much more importantly than anything else is the need to make the same response which is made by the authorities at the Department of Defense as they seek from the Congress the necessary funds with which to maintain the armed forces of the United States—for our defense in this troubled world.

Most of my discussions, and I suspect some of yours, often prompt a response to what appears to be a dichotomy of thought—the end of military involvement in Vietnam and the higher cost of defense, and no additional great quantity of funds for the necessary social programs that everyone seemed to expect might suddenly become available when the Vietnam war ended. There are so many reasons why this great quantity of federal money did not become available that it really cannot be discussed in the limited space which this column normally enjoys. I think the point must be made, however, that there has to be a balance between the amount a nation will spend for preparedness and what it will spend for the so-called social programs. It becomes, perhaps, worth while to recall a statement made by Marshal of the Royal Air Force, Sir John Slessor. He uttered this at the time when his country was experiencing

problems similar to those that now confront us as we endeavor to establish the proper balance between defense expenditures and those of social programs. Sir John Slessor said: "It is customary, in democratic countries, to deplore expenditures on armaments as conflicting with the requirements of the social services. There is a tendency to forget that the most important social service that a government can do for its people is to keep them alive and free."

In every case, when asked how I can justify the expenditure of a continuing Selective Service System and the cost to the Federal Government, I find myself thinking of the Slessor quotation as I try to convince my questioner that the defense-related activities of the Selective Service System and its role in standby as a means to guarantee the rapid augmentation of the active armed forces of the United States is an expenditure well worth while.

When you consider that the Selective Service System request for funds for the forthcoming fiscal year will amount to only four hundredths of one percent of the funds requested by the Department of Defense for the active forces of the United States, and when you realize that these active forces do require the readiness in support by the agency charged with the mobilization of the civilian manpower of the country in the event any mobilization is required in this troublesome world, I think you can safely state that the premium for this insurance policy is a small one indeed.

As economies in the defense budget over the years have been forced upon our nation by rising costs and perhaps by the nation's desire to minimize things military, the need for a system with which to mobilize the manpower of the nation in the event the world situation dictates, becomes greater. As a matter of fact, to place the matter in perspective, Secretary Schlesinger was quoted after a speech at the Economic Club of New York on January 22 as indicating that the planned defense expenditures are 16 percent of total government spending at all levels and are at the

lowest point since before Pearl Harbor. He went on to point out that we now have approximately one percent of the nation's population under arms. This is a percentage no higher than that reached in the demobilization after World War II. Military manpower has been reduced by 600,000 men as compared to pre-Vietnam. The Secretary went on to say that since fiscal year 1968 the Army has been cut almost precisely in half, and it is cut by almost 200,000 men below what it was in the immediate pre-Vietnam era. He points out that in the forthcoming fiscal year the United States Navy will dip below 500 ships in the active fleet, a level lower than at any time since 1939—two years before Pearl Harbor. He makes the statement, in general terms, that as compared to pre-Vietnam years the Navy has been cut almost in half.

With this level of activity predicted for our armed forces, it becomes even more important to me that we endeavor to do more with the limited resources that are available to us in behalf of assuring that we can, with equity, justice and impartiality, induct the civilian manpower of the nation, if required and when approved by the Con-

gress, into the armed forces of the United States with a minimum delay and disruption to the lives of the individuals concerned and economy of the nation.

Our State Directors, upon turning home after their February conference in Washington, became aware of the many plans under consideration in order to guarantee our ability to stretch our limited resources as far as possible. A single part of any plan under consideration envisions the expenditure of a single federal dollar for purposes other than trying to guarantee that if the nation needs citizen-soldier augmentation to its all-volunteer military force, that it will receive that augmentation in a timely and efficient fashion.

Reserve Officers Information Bank

The 850 reserve officers who make up the Selective Service System Reserve have received a Reserve Forces Brief from the Reserve Officers Information Bank (ROIB).

The ROIB is a personnel data system developed for use by the System as a management tool for the administration of the System's Reserve Officer Force. There will be 33 programmed output reports from the computer.

Any questions from members of the Selective Service System reserve about ROIB should be directed to:

CPT Joseph J. La Croix
202/343-7171

Mail-In Registration Report

The third quarterly "Mail-In" registration report shows:

Mail-In sites	154
Cards received	76,3
Valid Registrations	74,7
Valid as received	65,5
Requiring follow-up	9,2
Fictitious registrations	5
Obvious on receipt	4
Determined by follow-up	
Cards from persons not required to register	1,0

During the third quarter, the number of mail-in registration sites increased by 1,752 and the number of registrations increased by 4,562. During the period, mail-in registration accounted for 14% of total registration, which was 534,585 in the third quarter.

ate in 1974, an employee questionnaire was sent to each selective Service civilian employee. More than 77% of the questionnaires were returned. Individual employees were not identified, only the state in which they work. The purpose of the questionnaire was to

Former Connecticut State Director Dies



BG Ernest E. Novey

Photograph by The Hartford Courant

Brigadier General Ernest E. Novey, 84, the former State Director of Selective Service for Connecticut died February 19, 1975. General Novey was stationed in Florida, and was admitted to a Clearwater hospital several days before his death.

A native of Torrington, Conn., he had served 4 terms as mayor and one term as sheriff of Litchfield County, Conn.

His military career began in 1933 with duty at the Mexican border. He served in World War I, receiving a commission in France. He was a Colonel in World War II, commanding the 2D Infantry Battalion. He received a commendation for meritorious conduct during his assignment to Bob Cat Task Force on Bora Bora in the South Pacific and was promoted to Brigadier General. He served as State Director for Connecticut for 20 years, beginning in 1951.

General Novey is survived by his son, Ernest E. Novey, Jr., and his wife, Mrs. Elsie Gisselcht Novey who resides at 17 Pythian Avenue in Torrington, Connecticut 06790.

identify problem areas for Selective Service employees. Most of the results mentioned here will deal with employee-supervisor relationships. Some of the more interesting findings were: 60% of the Selective Service System work force have worked for the System for more than 10 years and 28% between 5 and 10 years. Only 5% of the System's employees have never been promoted. The survey showed that 30% of the System's employees said that they regularly receive direction from more than one person. Their supervisors discussed the accuracy of their position descriptions with 73%, with 10% never having had such a discussion. Some 76% of the work force had a clear understanding of the quality and quantity of the work expected of them. Work performance was discussed more than once per year with 80% of the employees. Only 34% had been told nothing about the suggestion program.

Of the employees responding, 86% feel free to approach their supervisors to discuss matters that concern them, and 81% say supervisors fully answer questions about personnel matters. The responses indicate 56% of the employees do not know their supervisors' attitude toward joining a union, and 3% say union membership is discouraged.

Some 79% of the System's responding employees said their supervisors would give them a chance to explain their side of the story if they did something the supervisor did not like and the same number said their supervisor would be fair in applying a penalty if it became necessary.

State Directors have been furnished the results of the survey in their states, and more will follow in later issues of the newsletter.



**Take
stock
in America.**

First Certificate of Completion Under Clemency Program Signed



Byron V. Pepitone, the Director of Selective Service, signs the first "Certificate of Completion" issued by the System under the Reconciliation Service Program. The certificate indicates satisfactory completion of an alternate service assignment in President Ford's Clemency Program. John W. Barber, Manager of the Reconciliation Service Division, watches as the Director signs the first certificate.

Selective Service Director Byron V. Pepitone has signed the first "Certificate of Completion" of an alternate service assignment under the President's Clemency Program.

John W. Barber, Manager of the Reconciliation Service Division said there is expected to be a steady flow of these certificates for the next 30 months as thousands of eligible persons complete their alternate service assignments. Draft evaders, military deserters, and persons already punished for such offenses were eligible.

During the first extension of the program, there was a significant increase in enrollments in the program. On February 28, 1975 the President signed what he called the "final extension" of time for enrollments, ending the program on March 31, 1975.

As of March 10, 1975 there had been 4,387 individuals referred to Selective Service for alternate service job assignments. The referring authorities and numbers were:

Army	3,041
Marine Corps	661
Navy	146
Air Force	28
Coast Guard	3
Justice Department	490
Clemency Board	18

These referring authorities determined the length of alternate service assignments, with Selective Service having the responsibility for administration of the assignment.

The number of enrollees in the program who were beginning their alternate service assignments has increased steadily in recent weeks. This reflects the success of the concerted job-search efforts by the State Directors.

Notwithstanding the national economic slump, there were 1,168 enrollees working on alternate service jobs on March 10, 1975.

Retirement Deductions for Rehired Employees

Civilian employees who have been separated and rehired will not have total deductions for Civil Service Retirement shown on their current leave and earnings statements.

When separated, the employee's retirement card is closed out and kept on file by the Civil Service Commission. When rehired, a new Retirement card is established which will show only the deductions for retirement made after being rehired.

SSS Form 127 Labels

One of the new procedures using output from the computer is being used to mail Information Questionnaires (SSS Form 127) to registrants born in 1956 with Random Sequence Number 095 and below. The Director announced 095 as the Administrative Processing Number again this year. The computer will print out an address label for all registrants born in 1956 which local boards will use to mail the SSS Forms 127. A record will be made of the changes in address that have not been reported in an effort to ascertain the accuracy of registrants' addresses now in the computer.

Results of March 12, 1975 Lottery Drawing

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	
1	223	027	210	170	272	337	275	029	175	336	321	212	1
2	108	146	249	288	197	287	059	317	263	052	163	068	2
3	058	220	112	008	228	345	009	079	087	085	269	172	3
4	338	095	166	340	118	176	222	181	199	104	302	226	4
5	293	032	308	005	198	119	279	267	236	351	207	301	5
6	258	260	091	092	188	174	130	292	221	048	182	333	6
7	114	127	274	303	344	028	296	043	322	294	070	297	7
8	049	159	335	180	024	204	017	097	341	334	319	001	8
9	266	082	040	025	363	353	270	196	349	186	261	346	9
10	129	251	078	147	100	026	109	339	347	055	143	141	10
11	164	160	298	031	290	155	214	350	173	355	122	189	11
12	132	366	137	133	254	362	331	320	161	286	234	057	12
13	011	088	103	205	120	007	077	225	325	243	357	177	13
14	124	090	121	047	061	136	206	144	343	323	023	289	14
15	067	255	352	093	191	291	069	360	135	248	094	208	15
16	154	241	364	131	329	096	042	215	117	168	216	330	16
17	116	348	356	264	151	142	365	178	307	020	309	306	17
18	358	063	179	134	045	271	006	313	019	246	111	140	18
19	190	240	213	036	081	002	238	268	041	150	194	256	19
20	107	054	324	359	284	033	244	219	230	201	218	012	20
21	318	257	187	183	273	300	233	152	086	106	125	126	21
22	171	203	003	101	305	013	074	004	128	037	167	185	22
23	224	239	304	280	354	285	278	202	156	229	276	328	23
24	312	044	262	080	162	252	158	193	227	148	056	139	24
25	250	192	314	110	332	038	184	165	209	066	123	071	25
26	016	157	015	053	138	062	046	083	231	099	316	113	26
27	281	039	073	277	282	315	232	030	022	034	283	242	27
28	211	060	259	050	018	295	145	098	102	200	235	299	28
29	076	195	217	105	051	253	169	010	089	084	115	072	29
30	327		361	342	014	035	065	237	064	247	265	149	30
31	153		326		311		245	310		075		021	31
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	

Career Days In Vermont

Colonel David C. Pinkham, the State Director for Vermont reports increased registration as the result of participation in recent Federal College Career Days which were administered by the U.S. Civil Service Commission.

Career days participation is not new for the Vermont State Headquarters. Originally, the purpose was to keep in touch with the young Vermonters, but as the System went into standby, emphasis turned to registration.

COL Pinkham says participation in Federal Career Days provides increased registration and continues to stimulate communication with young men concerning Selective Service.



Selective

Service NEWS

APRIL 1975

NATIONAL HEADQUARTERS

SELECTIVE SERVICE SYSTEM

1724 F STREET, N. W.

WASHINGTON, D. C. 20435

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Selective Service NEWS

A Major Change in Registration Procedure

For the first time since 1948 there has been a major change in the method by which 18-year-olds register with the Selective Service System.

President Gerald R. Ford signed Proclamation No. 4360 on March 29, 1975 which effected the change in procedure

halting the continuous method of registration that had been in effect since September 18, 1948. President Ford simply revoked the existing proclamations on registration and indicated that a new proclamation at a later date would put into effect "Periodic registration." The President said the change was being made to evaluate the periodic annual registration procedure.

The Director of Selective Service, Byron V. Pepitone, devotes his column on page 2 of this newsletter to annual registration.

Mr. Pepitone said in a news release that the details of the new procedure will probably be announced toward the end of 1975.

The best estimate of the test date for annual registration is early in 1976. There are many details yet to be worked out. Among them are the date of the first annual registration period and the machinery which will be used, including the sites where registration may be accomplished.

Mr. Pepitone said that once the details have been worked out and the new procedure is adopted and put into effect by

the President, a nationwide publicity campaign will be launched to inform the public of the details of the new registration method.

The primary age group to be registered will be the remainder of the 1957 year-group who were not old enough to register in a timely manner on April 1, 1975. Provisions will be made for those persons who are required to register during the annual period but who will be unable to present themselves at the time and place specified.

The registration of given year groups on a given day is not a new or untried procedure. This method was used in both World War I and II registrations, but followed by continuous registration. In fact, the first proclamation issued on registration under the current Act was issued by President Truman on July 20, 1948. It specified registration of specific year groups on a given day beginning with the 1922 year-of-birth group registering on August 30, 1948 and continuing through year-of-birth group 1930 registering on September 17, 1948. That proclamation started the period of continuous registration for citizens, requiring them to register on the 18th anniversary of their date of birth or within 5 days following their birthday.

Several other proclamations were issued in later years that applied to registration of citizens who resided outside the continental limits of the United States in Alaska, Hawaii, Guam, the Canal Zone, Puerto Rico and the Virgin Islands. On August 30, 1951 President Truman issued a proclamation which required the registration of aliens in or entering the continental United States or the states and territories where citizens were required to register. In 1970,

President Nixon issued a proclamation that changed the 5 day period for continuous registration at age 18 to a 60 day period beginning 30 days before the young man's 18th birthday. This time frame remained in effect until the latest proclamation by President Ford terminated the continuous method of registration, in view of an evaluation of the new procedure for annual registration.

In the meantime, young men who reach age 18 should be advised that the registration requirement of the Military Selective Service Act is still in full force and effect, and that they will be required to register in the test of annual registration during the early part of 1976. Every effort will be made to fully inform the public of the time and place for young men to present themselves for registration.

Director Addresses the Adjutants General Association



The Director of Selective Service, Byron V. Pepitone, spoke at the 1975 annual conference of the Adjutants General Association of the United States in Biloxi, Mississippi. His meeting was conducted April 6 through 10.

In addition to Mr. Pepitone, other speakers were: GEN G. Rogers, Commander U.S. Army Forces Command; GEN J.E. PePuy, Commander, United States Army Training

and Doctrine Command; Mr. Will Hill Tankersley, Deputy Assistant Secretary of Defense for Reserve Affairs; LTG F. Michael Rogers, Commander, Air University; MG LaVern E. Weber, Chief, National Guard Bureau; and BG John Ralph, Deputy Chief of Staff, Plans and Operations, United States Air Force.

More than 300 National Guard officials and their guests were in attendance.

"Grandpa" Browning



LTC Wilmer Browning of the Kentucky National Guard Section provided some "Blue Grass" music to entertain a statewide meeting of Kentucky Selective Service personnel. LTC Browning is an Extension Professor of Agricultural Economics of the University of Kentucky College of Agriculture, when not in his "Grandpa" Browning role.

ANNUAL REGISTRATION

On March 29, 1975, President Ford signed Proclamation 4360, which changes the method by which young men, both citizens and aliens, fulfill their obligation to register under the provisions of the Military Selective Service Act. The termination of existing registration procedures became effective April 1.

As of this writing, our planning is centered around a once-a-year registration period of a few days in which young men born in a given year would be required to present themselves for registration.

Several plans are under discussion. When a decision is made as to the method of registration to be used, a public announcement of procedures will be made by proclamation as prescribed in the Military Selective Service Act.

The change in registration procedures is a part of the ongoing studies to reduce the cost of maintaining the Selective Service System in support of the all-volunteer armed force. It also follows the Presidential directive to test the feasibility and viability of an annual

registration procedure. No one knows if it will work. We only know that we shall attempt to make it work for the many reasons which make it an appealing procedure: it is less costly, easier on the registrants, and requires much less time from the 23,500 volunteer registrars who now assist us.

At the end of fiscal year 1975-June 1975-the all-volunteer force experiment will have completed a two-year period of test. The recently announced accomplishments of the armed forces in meeting their recruitment goals heralds the success of the all-volunteer force effort and suggests that now is the appropriate time for the Congress and the President to make some determination as to the long-term posture to be assumed by the Selective Service System in support of the all-volunteer force.

To make this determination wisely, great effort is being expended and extensive study is now under way. This study has been devoted to testing procedures to insure our ability to satisfy the requirements of the Military Selective Service Act in the most cost-

effective fashion possible. Our test of the annual registration procedure is visible evidence of our ongoing actions and the first step in the new procedures.

Additionally, we shall continue our test of more automated procedures in support of the induction process, as I announced in my March column and after the February State Directors' conference.

As we continue in standby, we can anticipate further moves toward a deeper standby posture. It becomes increasingly important that each employee, both compensated and uncompensated, and each member of the Selective Service Reserve, cooperate as we endeavor to assure a structure and a system which can meet any contingency requirement that might arise requiring an expanded System to meet mobilization requirements of the armed forces in some future crisis. To the extent permitted within the constraints of dollars and manpower in any reduced posture, we must continue to exert every effort to maintain the highest possible level of mobilization capability in order to meet the con-



tinued minimum armed forces requirements.

I know that no one in Selective Service System can be optimistic or precise concerning long-range maintenance of the System in its present configuration; however, there are no doubts about the continued need for a strong, viable standby Selective Service System. This belief is fully supported by the National Security Council, the Department of Defense, and the President.

Byron V. Pepito

Employee Questionnaire (Second Installment)

Some of the results of the recent employee questionnaire were published in the newsletter last month. This article deals with employee knowledge of and feelings about position classification, merit promotion, and workload requirements.

The questionnaires returned showed 83% of the System's employees believe their position descriptions accurately describe their main duties and 80% know that job grades are based on the duties and responsibilities shown in their position descriptions. Only 5% indicated that they did not believe they would be permitted to see the classification standards on which their job grade is based, while 69% said they were aware of their right to see classification standards. Some 61% believe the titles and grades for their positions are accurate, with 28% doubting their accuracy. The report shows 92% of the employees have received copies of their

position descriptions, while 6% say they have not seen a copy.

The Civil Service Commission reports that employees who have been promoted recently believe in the merit promotion program while those who have not been promoted recently tend to discredit the program. The recent survey shows that 52% of Selective Service employees agree that the promotion plan is operating fairly, 25% say it is unfair, and 19% have no opinion. According to the Civil Service Commission, only 30% of the employees of other agencies believe in the fairness of the plan. Announcements of promotion opportunities are read by 88% of the System's employees.

Remember the report in the last newsletter?—60% of the Selective Service employees have worked for the System for more than 10 years, with 28% working 5 to 10 years, and only 5% of the workforce

has never been promoted. Now, new facts—some 24% of our employees work alone and of those who do work with other people, 53% say everyone works together as a team, 20% say most of the employees pitch in and work

together, and only 2% say they have trouble getting help from other employees who needed. Some 87% of the System's employees say their co-workers are doing a good job, with only 4% holding the opposite opinion.

Director Visits Puerto Rico



On March 9 and 10, 1975 the Director visited Puerto Rico and met with Selective Service personnel. Pictured above are the Area Office Executive Secretaries with the Director and the State Director. Left to Right: Mrs. Carmen G. Cruz Carolina; Mr. Andres Cruz, of Humacao; Mrs. Alicia Vila, of Bayamon; Mr. Antonio Hernandez, of San Juan; Mrs. Alma P. Leon, of Manati; Mrs. Maria A. Rodriguez Aguadilla; Director Byron V. Pepito; State Director Manuel F. Siverio; Mrs. Paquito I. Selles, of Caguas; Mr. Artemio Acosta, of Arecibo; Mrs. Elsa Emmanuelli, of Ponce; Mr. Jose G. Santos, of Guayama; and Mrs. Hilda Bonilla, Local Board Technician Mayaguez.

Local Board Technician Honored

Mrs. Genevieve Schnars, a local board technician in Area Office No. 2 in Jamestown, N.Y., has been honored by her community as "Woman of the Year." Among the plaudits in the award are "gifted leadership" and "betterment of the community." She is currently president of the Business and Professional Women's Club, and president of the League of Women Voters, she is active as a volunteer nurse's aide and on the Red Cross Blood Bank,

and has given many years of top leadership to several local Parent-Teacher Associations in Jamestown. She also works with the handicapped. When asked to comment on her community work, she said: "I loved every minute of it."

Mrs. Schnars joined the Selective Service System family in 1954. She left Selective Service in 1957, to return to part-time employment in 1966, and became a full-time employee in June 1974.

Ohio State Director Heads Federal Executives Association

Mr. Paul A. Corey, the State Director of Selective Service for Ohio is the newly elected chairman of the Federal Executive Association of Columbus in Central Ohio.

The group implements Federal policies, promotes cooper-

ative action by Federal Agencies, and enhances the constructive image of the Federal Government's presence in Central Ohio. There are 13,000 Federal employees in 74 different Federal Agencies in Central Ohio.

Take Oath as SSS Registrars



Technicians of the First Battalion 109th Field Artillery of the Pennsylvania Army National Guard were recently given the oath of office as Selective Service registrars at the 109th Artillery Armory in Kingston, Pennsylvania. LTC Frederick J. Schmidt administered the oath to: (Front row, left to right) 1SGT Joseph Anistranski, 1LT Llewellyn Tinner, MAJ Standly E. Smith, Jr., and CW4 John F. McAndrew; (Back row, left to right) CPT Eugene P. Klynoot, SGM Joseph S. Wienckoski, 1SGT William J. Dennis, SFC John M. Milko, SSGT John F. Taylor, Jr., and SFC John J. Taylor, Jr.

Rib Training for Maine Reservists

A concerted training program on the Registrant Information Bank was recently begun by the Reserve and National Guard officers in Maine. Members of the Selective Service Reserve were instructed in the methods used to insure error free input of Optical Character Recognition (OCR) forms that originate in the local boards in Maine.

Thomas A. Kilcoyne, Training Specialist for the Maine State Headquarters was the instructor for the training.

Part of the program was on-the-job training in the preparation and screening of OCR forms. The OCR output of five local boards was carefully checked for accuracy, resulting in a noticeable upgrading in the accuracy of forms forwarded to the Computer Service Center.

As a result of their special training on RIB, the Reserve and National Guard officers are now a well-trained back-up for local board personnel in the event of an emergency.

Connecticut Selects Area Office Manager of the Year



L to R: LTC Frederick H. Russell, Deputy State Director; Miss Palma M. Belfiore, and Connecticut State Director, Frederic W. Palomba.

Miss Palma M. Belfiore, the Executive Secretary of Area Office No. 1 in Hartford, CT has been chosen the Area Office Manager of the Year in Connecticut.

The State Director for Connecticut, Mr. Frederick W. Palomba, presented the Selective Service System Meritorious Service Award to Miss Belfiore in recognition of her exceptional leadership, personal example, conscientious attitude, and dedication to her work. She has been an employee of the Selective Service System for 25 years.

The award was presented to Miss Belfiore at a meeting of Connecticut Executive Secretaries on March 4, 1975.

Twenty Five Years Service



Mrs. Bertha B. Sessoms, Clerk-Typing, Area Office No. 24 in St. Petersburg, Florida was recently presented a Certificate of Appreciation and 25 Year Service Pin by the State Director for Florida, Mr. Peter P. Pierce, Jr.

New State Director for Arkansas



Mr. John P. Cowger

Mr. John P. Cowger has been appointed State Director for Arkansas. He is a native of Dardanelle, AR. He completed high school and one year of college at Wentworth Military Academy in Lexington, MO and later attended Arkansas Tech in Russellville, AR.

Mr. Cowger was commissioned as a Second Lieutenant, Infantry on May 16, 1942. He entered Cadet Pilot training in April 1943 and became a B-24 Co-Pilot in December 1943 and later a B-24 Combat Pilot. A prisoner of War from July 1944 to January 1945 he was returned to U.S. custody in February 1945 and received a physical disability retirement in October 1946.

An organizer of the Arkansas Valley Bank in Dardanelle, he served as Secretary of the Board of Directors and as owner-manager of a farm in Sikeston, MO.

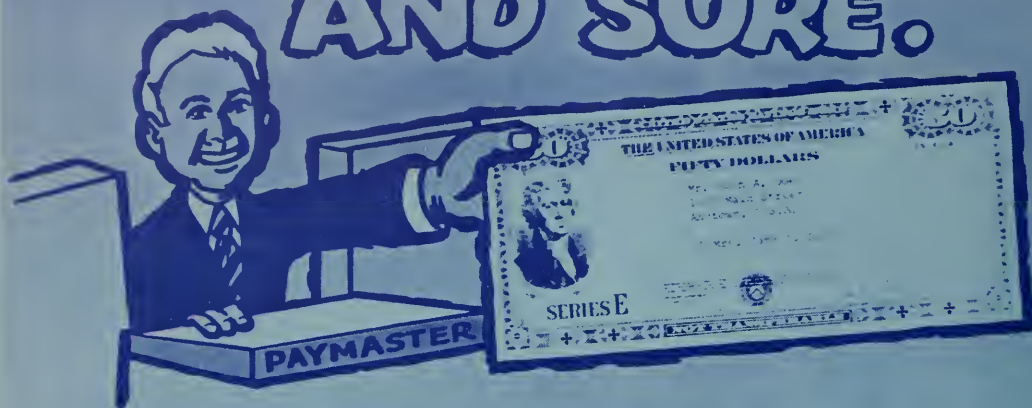
Mr. Cowger joined Selective Service as a Local Board Clerk in October 1948, becoming an Auditor (Field Supervisor) in November 1966 and was retired in 1971.

A 32nd Degree Mason, Mr. Cowger is a member of the National Sheriff's Association, is Commander of the Yell County Mounted Patrol, the American Legion, and the Disabled Officers' Association.

Mr. and Mrs. Cowger live in Dardanelle, AR.

Lieutenant Colonel Middleton P. Ray, the former State Director for Arkansas is currently on a special assignment in National Headquarters as a member of the Task Force for Determining Manpower Requirements within the National Headquarters elements.

MAKE IT EASY AND SURE.



BUY BONDS THROUGH PAYROLL SAVINGS

The 1975 Federal Savings Bond Campaign is being conducted during the period May 9 through May 30, 1975.

Purchasing United States Savings Bonds is not only a personal investment in the nation's economic welfare but also provides one of the safest of all means of accumulating funds for personal future needs and security. It is desir-

able and proper that civilian and uniformed personnel in the Federal Government should be in the forefront of this activity.

A highly desirable way to buy bonds is through the Payroll Savings Plan, which provides an easy installment-plan type of savings through small payroll allotments.

The National Director has personally endorsed the campaign and has asked for the personal participation of all State Directors. Employees who have not purchased bonds are being advised of the benefits of this type of savings program and are being urged to consider this as a means of accumulating funds for personal future needs and secur-

ity. Employees who are purchasing bonds are being encouraged to evaluate the advantages of increased participation.

The record of the Selective Service System employee participation in bond purchases has always ranked among the highest of all Federal agencies.



Selective

Service NEWS

MAY 1975

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Selective Service NEWS

New Deputy Director Appointed



Mr. Bob Mathias, a former Congressman from the 18th Congressional District of the State of California, was named Deputy Director of Selective Service in June, 1975.

Born in Tulare, California on November 17, 1930 he was graduated from Tulare High School and Stanford University.

At age 17, he gained worldwide attention by winning the Olympic Decathlon Gold

Medal in London in 1948. Four years later he repeated his victory in Helsinki and established a new Olympic and world record. He is the only athlete to win the grueling Olympic Decathlon two times.

After graduation from Stanford University he spent two and one-half years in the United States Marine Corps.

In 1955, he was granted a four month leave from the USMC on loan to the State Department for international promotion of American youth programs. He was President Eisenhower's personal representative to the 1956 Olympics in Melbourne, Australia. He also served at the request of the State Department as goodwill ambassador, promoter, and participator in educational youth programs in many foreign countries. In 1952 he was selected by the U.S. Junior Chamber of Commerce as one of America's ten most outstanding young men.

Elected to the Congress in 1966, Mr. Mathias served four terms. He was a member of the Agriculture Committee

and the Foreign Affairs Committee. He served as a delegate to the House NATO Conferences and was appointed by the Speaker of the House as a representative of the legislative branch to the Munich Olympics in 1972.

Currently Mr. Mathias is a member of the AAU Track and Field Advisory Committee and serves on the Sears, Roebuck Sports Advisory Staff. In addition, he is the Honorary Director of the Epilepsy Foundation of America. He owns and operates the Bob Mathias Sierra Boys Camp and the Bob Mathias Sierra Girls Camp—the two largest camps of their kind on the West Coast. He is also a member of the Board of Directors of the Insurance Securities Incorporated Income Fund, Growth Fund, and Trust Fund.

In 1974, Mr. Mathias was elected to the National Track and Field Hall of Fame.

Mr. Mathias and his wife, Melba, and their three daughters: Romel, Megan, and Marissa live in Falls Church, Virginia.

Civilian Retirement Processing

An employee contemplating retirement can help assure a smooth transition from employee to annuitant by assisting the servicing personnel in collecting information and documents which will be needed in retirement processing.

Employees should be sure their official personnel folder reflects any period of federal employment during which Civil Service retirement deductions were not taken from their salary. Personnel offices must certify all employment to the Civil Service Commis-

sion for their use in computing retirement benefits.

If the personnel folder is in any way incomplete or inaccurate, the employee should review his own personal papers for documents which confirm accurate service and forward them to the servicing personnel office. If such documentation cannot be found, the employee should list the dates, positions held, and employing agencies and forward the list to the servicing personnel office.

(Continued on page 4)

Statistics on Deserters enrolled in Clemency Program

Recently, an "end-of-program" report was issued on the facts compiled as of March 31, 1975 on the return of Vietnam era military deserters. The report was issued to assess some aspects of the Presidential Clemency Program. Some of the more interesting statistics reflect the number of returnees from each of the military services.

Army	4,129
Navy	119
Air Force	42
Marine Corps	946
Total	5,316

The total figure of the Army includes 8 women, 11 officers, and 1 Army Nurse. There were

also 92 personnel processing or enroute to Fort Benjamin Harrison on March 31, 1975.

Two returnees have been restored to active duty. There were 44 personnel who reported and started processing under the program who were given a better than undesirable discharge because of special circumstances in their individual cases.

A total of 471 returnees came from outside the Continental United States: 330 from Canada, 41 from Sweden, and 100 from other countries.

As of March 14, 1975 there had been 765 individuals who reported for processing but who rejected the program. Of

this number, 667 were discharged for the good of the service.

Of the individuals participating in the program, 66% had not completed high school, 30% were high school graduates, and 5% were educated above the high school level. (Percentages are approximate). Volunteers account for 57%, draftees 42% and members of reserve components 2%.

There are five different mental categories which reflect the results of Armed Forces Mental Examinations, ranking one through five. Of the persons participating in the program, 2% were in Category 1, 16%

in Category II, 44% in Category III, 37% in Category IV, and 1% in Category V.

Of the returnees who gave reasons for having deserted, 59% cited family or financial reasons, 15% cited adjustment to the Army, 14% cited objections to war, with 13% indicating other reasons. A further breakdown of those who cited objection to war as their reason for deserting, 49% showed anti-Vietnam reasons, 43% did not want to serve, and 8% indicated pacifistic beliefs.

March 31, 1975 was the last date returnees could report for or request processing under the Presidential Clemency Program.

Standby Planning Continues



measure of support for the Volunteer Force Concept.

For the members of the Selective Service System, compensation for military and civilian volunteers, military and civilian including those who are retired, wish to assure them that as changes are made in behalf of guaranteeing a viable system in support of the All Volunteer Military Force, they shall advise them of the changes as early as we can and as soon as we are sure that the changes are workable and suitable for the purpose for which designed.

Byron V. Pepit

increases in numbers and in such short periods of time as to be beyond the capabilities of the volunteer system.

Our known problems are many, and many more continue to emerge as we plan for the standby system—and a means of conscripting civilian manpower which the National Security planners believe necessary and which will at the same time be cost effective and in accordance with the requirements so clearly expressed in the Military Selective Service Act.

Our planning, contingent finally upon the willingness of the Congress to appropriate funds to operate the standby system, will not overlook the experience of prior times when the system had to be reactivated such as in 1948 and 1950, and indeed the experience of initially starting the System twice in the first half of this century—in 1917 and in 1940. Our efforts must be to insure that we plan objectively, with clear purpose and with as little sentiment and emotion as we can. Our planning goals are too important for us to risk success by adopting plans which could inspire emotionally oriented opposition capable of clouding or obscuring completely the true need for this

readily inductible pool, an annual lottery and ongoing classifications, less examination all have been continued despite continuing reductions in available resources with which to continue such operations.

Now that two full years of trial for the All Volunteer Force are successfully concluded, it becomes evident that the standby draft system can deepen its operational posture to one more nearly like that recommended by the Gates Commission. Moves to accomplish this deepening have already been announced as a part of the fiscal year 1976 proposals to the Congress:

- Annual registration
- Cessation of active classifications at end of calendar 1975.
- Development of new and streamlined procedures for induction processing in time of emergency

These moves and other developments, which are to be attained for the most part during fiscal year 1976 and early in fiscal year 1977, will be evaluated during their development, keeping in mind at all times the recognition that there are military contingencies which could generate demands for rapid increases in military manpower—

One of the major recommendations of the Gates Commission as a part of the All Volunteer Force concept was that there be retained as a backup system to the All Volunteer Force a "standby draft." The Gates Commission report recommended that this "standby draft" include as a minimum, the following:

- A register of all males who might be conscripted when essential for national security.
- A system for selection of inductees.
- Specific procedures for the notification, examination and induction of those to be conscripted.
- An organization to maintain the register and administer the procedures for induction.

For two years since inductions have ceased the System has been capable of maintaining an operational stance—organization, procedures and processing which accomplished all and more than the Gates Commission had recommended. Additional operational practices designed to keep the system at a level of readiness considered necessary for the first two years of the All Volunteer Force experiment were retained. The maintenance of a

New State Director for North Dakota

Retires in Florida



MG LaClair A. Melhouse, the retiring Adjutant General and State Director for North Dakota looks on as LTC Raymond J. Bohn is sworn in as State Director for North Dakota Governor Arthur A. Link.

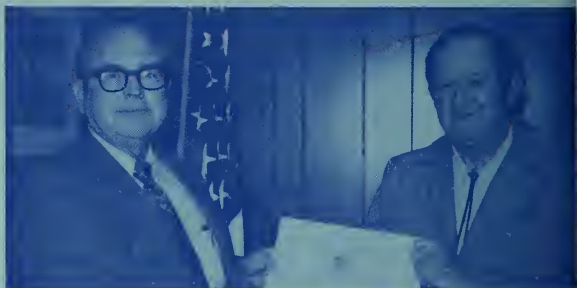
Lieutenant Colonel Raymond J. Bohn was appointed State Director for North Dakota on April 1, 1975. His appointment was concurrent with the retirement of Major General LaClair A. Melhouse as State Director.

LTC Bohn has served on active duty with Selective Service in the North Dakota State Headquarters since February 1963, and had been Deputy State Director since January 1970.

LTC Bohn is a native of Minot, North Dakota, where he attended both high school and college.

He enlisted in the National Guard in September 1950 and saw active duty in the Army in the Korean Conflict during 1951-1952. Upon his return to the National Guard he was commissioned as a Warrant Officer and in September 1955 was commissioned as a Second Lieutenant.

LTC and Mrs. Bohn have six children.



COL Haynes (left) receives congratulations upon his retirement from the Florida State Headquarters by Mr. Peter P. Pierce, the State Director for Florida.

Colonel George E. Haynes, of the Florida State Headquarters Staff, retired from active duty and from Selective Service on April 30, 1975.

COL Haynes has more than 39 years of active and reserve military service. He enlisted in the National Guard in July 1931. After being called to active duty in World War II, COL Haynes attended OCS and was commissioned in August 1942. He served as the com-

manding officer of an aviation ordnance detachment in the China-Burma-India theater operations during World War II.

After release from active duty, he remained active in reserve assignments, being "enlisted" as a Selective Service Reservist in September 1960. He joined the Florida State Headquarters Staff in May 1968, serving in the Operations Division.



Harry Riggs, USAR, is congratulated by Presidential Clemency Board Chairman Charles E. Goodell following appointment to the Clemency Board.

Colonel Harry Riggs, USAR, the Commanding Officer of the Selective Service Reserve Unit in Plainview, Texas, has been appointed to the Presidential Clemency Board.

After graduating from high school in Amarillo, Texas; COL Riggs attended Southern Methodist University and the University of Houston. He joined the National Guard in 1934 and was commissioned a Second Lieutenant in November 1940 when his unit was ordered to active duty during

World War II. He served in the 36th and 76th Divisions and later on the 5th Army Headquarters Staff in North Africa.

Since World War II, COL Riggs has kept his reserve affiliation active, being "earmarked" as a member of the Selective Service Reserve in 1954.

After World War II he worked in sales for an Amarillo firm until joining the Harvest Queen Mill and Elevator Company in Plainview, Texas, in 1949. He was a vice president of the firm.

COL Riggs has been a long time active member of the American Legion, serving on many State and National committees. He is presently the Commander of the 19th American Legion District in Texas, and maintains active membership in the Veterans of Foreign Wars.

He also serves as Chairman of the Hale County (Texas) Airport Commission, as well as on many other community boards and committees.



Col. William J. Dickinson, USMCR

Colonel William J. Dickinson, was appointed Administrator of the Region III Service Center in Philadelphia,

Pennsylvania, effective April 28, 1975.

Colonel Dickinson is a native of South Boston, Virginia, and attended Augusta Military Academy and the University of Virginia prior to his entry into the United States Marine Corps. During World War II, he commanded an anti-tank battery with the First Division on Guadalcanal, was wounded in action and awarded the Silver Star for gallantry in action. He commanded an anti-aircraft artillery battalion with the Second Division during the Korean Conflict. During the Vietnam era he served in Headquarters Marine Corps. In October 1969 he was assigned to the National Headquarters, Selective Service System. His most recent duty was in Military Personnel Management prior to his transfer to the Region III Service Center.

United Way Gold Award



Mr. Thomas Williams of the Administrative Services Division of National Headquarters shows the United Way Gold Award.

The United Way Gold Award, the highest award given by the Combined Federal Campaign, was presented to the Selective Service System on April 16, 1975. The Gold Award was presented in recognition of 85% of the personnel of National Headquarters participating in this year's Combined Federal Campaign with an average donation of \$30.00 per employee.

Director Byron V. Pepitone, Mr. Emanuel Kline, the Assistant to the Director, and Mr.

Thomas Williams of the Administrative Services Division accepted the award on behalf of the employees of National Headquarters. Mr. Williams was the Combined Federal Campaign Coordinator.

Mr. Pepitone commented: "The highest award given by the United Way is a fitting tribute to the sincere concern shown by Selective Service personnel for those less fortunate than we. The Gold Award will be displayed proudly."

MRE-2 Tested in Missouri

The Missouri National Guard Section and members of the Missouri State Headquarters Staff conducted the full-run of the Mobilization Readiness Exercise Two (MRE-2), part 2, on April 5 and 6 in Jefferson City, Missouri.

The State Director for Missouri, Mr. Leslie M. Greiner, and three representatives from National Headquarters observed the MRE-2 test. LTC Joseph D. Formick of the Operations Division, CPT Joseph J. Lacroix of the Manpower Administrator's Office, and MAJ Karl Essigmann were the National Headquarters observers. MAJ Essigmann is a member of the Reserve Unit in Boston, Massachusetts, who is on a 90 day tour of duty at National Headquarters to assist in the development of MRE-2.

The MRE-2 procedures will be performed by each of the National Guard Sections this year and are programmed for implementation by most Reserve Units either this year or next.

There is a basic difference in MRE-1 and MRE-2. MRE-1 tested the organizational problems that would confront an entire State Headquarters Staff emerging from standby into a mobilization situation. MRE-2 focuses more on operations incidents involving registrant processing in the specific areas of classification and procedural rights in a time period of 90 to 120 days following the date of mobilization.

The thrust of MRE-1 was on a team or staff-section approach while MRE-2 emphasizes the individual role of an Operations Staff Officer in coping with the wide variety of problems that arise daily in a State Headquarters with regard to registrant processing and procedural rights.

Other members of the Missouri State Headquarters Staff who assisted Mr. Greiner in supervising the MRE-2 test were CPT John W. Haralson, Training Technician for Missouri; CW4 John N. Schneider

(Continued on page 4)



Mr. James P. Ryan

One of the more unusual careers in Selective Service was culminated on April 13, 1975 with the appointment of Mr. James P. Ryan as the State Director for Delaware.

Mr. Ryan is a native of New York City, where he attended public schools and Hunter College prior to World War II. He was drafted into the Army early in 1943, and was assigned to the enlisted detachment of the Delaware State Headquarters of

Selective Service as a private doing clerical work. His Army career consisted of 38 months in that office.

He joined the System as a civilian employee when Selective Service was reactivated in 1948, as a stenographer GS-4. Later he was promoted to Administrative Officer, and became the Deputy State Director in May of 1966. In March of 1974, he became the Acting State Director, and was appointed State Director on April 13, 1975.

Mr. Ryan has literally worked his way up through the military and civilian ranks from a clerk to State Director, with all of his Selective Service career in the Delaware State Headquarters.

During the two year interim between World War II and his return to the System in 1948, Mr. Ryan returned to his home in New York City where he worked for the Veterans Administration for a time.

Mr. and Mrs. Ryan have two children who live with them in Wilmington, Delaware.



Col. Carl Cooper, USMCR

Colonel Carl Cooper has been appointed Manager, Reserve Forces Branch, Manpower Administration Division in National Headquarters effective April 28, 1975.

Colonel Cooper is a native of Clanton, Alabama where he attended high school. He has an AB Degree from Samford University in Birmingham, Alabama; an MA Degree from Peabody College in Nashville, Tennessee; and an Educational Specialist Degree from the

University of Alabama.

His military career began with enlistment in the United States Marine Corps in April 1942. He was commissioned February 1944 and served with the Third Amphibious Corps, the First Division and the Sixth Division. He was recalled to active duty briefly during the Korean Conflict and served Headquarters Marine Corps five years in the mid 1950s. He joined the Selective Service System as an "earmarked" servicer in December 1962 and was called to active duty with the System in June 1968 as a Regional Field Officer. He has since served in the Inspection Services Division, in the Management Evaluation Group, and as Administrator of the Region IV Service Center in Atlanta, Georgia.

Mrs. Sara J. Flowers, Deputy State Director for Georgia was appointed Administrator of the Region IV Service Center effective April 1, 1975 in addition to her other duties with the Georgia State Headquarters.

MRE-2 Test (from page 3)

and Mr. George Hughes, Operations Staff Officers in Missouri. The commanding officer of the National Guard Section, COL Robert Hawkins, Jr., was the exercise State Director with the other six officers in the Section comprising the exercise staff.

If the employee has completed any military service, his or her official personnel folder should contain copies of discharge documents which verify the dates and length of military service. If military records are applicable, but not in the official personnel

Civilian Retirement Processing (from page 1)

folder, the employee should forward copies of military records to the personnel office.

These actions by potential retirees will help to assure the accuracy of records from which retirement benefits are computed. Advance planning

should reduce last-minute searches for documents which delay processing.

Your servicing personnel office and the Civil Service Commission will appreciate your assistance in helping to expedite retirement processing.



Selective

Service NEWS

JUNE 1975

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NATIONAL HEADQUARTERS

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WASHINGTON, D. C. 20435

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Selective Service NEWS

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AUG 19 1975
PUBLIC

Annual Registration Planning Committee Meets



Selective Service System Committee on Implementation of Annual Registration assembled for its first meeting in National Headquarters June 4 through 6, 1975.

Six State Directors have been named to a committee to supervise and implement the procedures that will be used in the Annual Registration early in 1976.

The State Directors are: Mr. Addison A. Millard of Nevada, Chairman; Mr. Arthur A. Holmes of Michigan, vice-chairman; other members are Mr. John W. Brokaw of New York State; Mr. Donald H. Collins of South Carolina; Mr.

Junior F. Elder of Kansas; and LTC Raymond J. Bohn of North Dakota.

Miss Mary Ellen Levesque was named Technical Advisor and Mrs. Freda M. Vickroy was named Administrative Assistant. Both work in National Headquarters.

The committee will meet at the call of the Director as annual registration planning progresses.

Annual Registration is not a New Idea

The idea for registration of young men in a given year up on one day is not a new innovative idea. In fact, Section 3 of the Military Selective Service Act refers to 7 or days fixed for the first or any subsequent registration. Specific days were proclaimed registration days for specific age groups in both World War I and II.

For registration at the beginning of World War I, it was determined that the first registration could be most effectively accomplished by use of the organization and administrative structure of the election machinery. The state governors were asked to play a major role in organizing the registrations for the simple fact that they were fully aware of the general election machinery in each state. County clerks and other local election officials including election judges and clerks in precinct levels are selected and appointed registrars. The sites where registration was accomplished were, in most instances, the polling places used in general elections. The costs for registration were paid in the same manner as general election expenses were paid. There were special provisions made for

registering persons at sea, or abroad, in schools and colleges, the sick and incapacitated, those in jails or otherwise confined, and those in inaccessible areas.

Using election machinery and personnel, 9,586,508 men between the ages of 21 and 30 were registered on June 5, 1917. Officials estimated that 90% of the eligible men were registered on that one day by about 125,000 registrars and their assistants.

The second registration in World War I was substantially smaller. Only one year group was registered on June 5, 1918. The men who became 21 during that intervening year were the target group, and there was a supplemental registration on August 24, 1918 with a total registration on those two days of 912,564 men. For this much smaller registration, the local boards accomplished the task without the help of the election machinery. Additional registrars were appointed as needed.

The third registration for World War I set a new milestone for one-day registration. General election machinery was used again, down to the precinct level, and on

(Continued on Page 3)

Resignation Accepted



After five and a half years service as Chairman of the National Appeal Board, Mr. Levi A. Jackson received the Selective Service System's Distinguished Service Award (the Gold Medal) from the Director, Byron V. Pepitone.

Mr. Levi A. Jackson first tendered his resignation as Chairman of the National Appeal Board on December 11, 1973 but offered to continue to serve until his successor had been selected and appointed.

Mr. Jackson, who had been promoted to Manager of Urban Affairs with the Ford Motor Company shortly before submitting his letter of resignation to the President, cited pressures of business in his new position as reasons for resigning. On April 11, 1975 Presi-

dent Ford accepted the resignation.

Mr. Jackson served as chairman of the National Appeal Board since September 2, 1969.

In recognition of his outstanding contributions to the Selective Service System, Director Byron V. Pepitone presented the Distinguished Service Award to Mr. Jackson on April 29, 1975.

A new chairman of the National Appeal Board has not yet been named.

SUPPORT WELCOMED

During the past month two organizations not associated with the Selective Service System have added their voices to the public discussion which each year at this time addresses the question of "How much should the taxpayer be asked to spend for a Selective Service System when no one is being drafted?"

On May 16 the Defense Manpower Commission, in its interim report to the President and the Congress, addressed the subject of the standby mechanism of the Selective Service System. It concluded its discussion with the recommendation that the current standby system be retained until alternative, less costly and more efficient procedures have been developed.

At almost the same time that the Defense Manpower Commission was making its report, the Association of the United States Army as predicted in an earlier paper published a position paper entitled, "The Case for a Responsive Standby Draft."

After a comprehensive discussion of the issues, the ultimate recommendation of the AUSA position supported the agency views and those of Department of Defense concerning essentiality and a hope that the Congress will forthwith provide the means to let Selective Service proceed with this essential work. The Association of the U.S.

Army believes that a tested, viable system for providing military manpower quickly in a national emergency is an important segment of our defense planning. It has an important deterrent role as well.

My purpose in addressing this issue and these two papers is to focus or shed some light for the members of the Selective Service System, principally the uncompensated members who volunteer their services by serving with the Selective Service System on the fact that indeed the citizens of the nation are interested and concerned as to the country's ability to meet the demand for rapid increases in military manpower which might arise from military contingencies. To be able to discuss this matter is most worthwhile, I think, since most of the publicity received today concerning the System and its future seems to overlook the real issue, that of need for a capability to induct, with monotonous regularity in favor of a discussion on cost—in too many cases based upon erroneous cost estimates or speculations.

With the direction given by the President to "deepen the standby posture" of the System (see my column, Selective Service News, March 1975), we are hard at work seeking these improved, more effective and less expensive methods

of operation which the Defense Manpower Commission recommendation endorses. We are, however, at the same time accepting into our potential to meet DoD requirements a delay which the Association of the United States Army finds to be a less than a fair or reasonable exchange of delay for dollars saved.

The Association of the United States Army cogently emphasizes that notwithstanding our efforts toward economy and granting that we can save modest amounts of operational monies, that from the Selective Service System with an uncompensated work force of over 40,000 involved citizens the government gets an unusually cost effective return on its investment when we consider the total budget request of \$47.6 million for fiscal year 1976.

The AUS Army position paper stands firmly in support of concerns I listed in my semi-annual report to the Congress for the period which ended in December 1974. "Our continuing major concern has been to insure that registration continues; that our local boards are capable of performing the classification actions we require during standby; that our operational procedures for use in the event of an emergency and Congressional au-



thorization of reinstatement of induction are complete and current and are matters in which all of compensated and uncompensated employees are trained and prepared to function. All such actions specifically required by Section 10(h) of the Military Selective Service Act."

Their support we welcome, participation by the public in establishing a position with respect to how much of a Selective Service System we should have is also welcome. The need for some system one with a tested capacity to provide military manpower quickly in national emergency, is an important segment of our defense planning one with an important deterrent role as well.

Byron V. Phipps

1946 letter from Board Chairman

A letter was found in the files in National Headquarters, dated February 1946 that may give you a chuckle. We have removed all references to names or locations that could be tracable and have edited for length:

* * *

I have received your letter of February 18 which refers to some government property which has been apparently mislaid, and I gather from your numerous communications that it consists of an insignificant piece of equipment designated as a head piece which was being used by our local physicians in rendering their voluntary service to the

government for Selective Service.

I further note that the value of this article is \$2.95 and that your department, in its wisdom and I presume under the regulations, has determined that the loss or misplacement of this head piece will become the responsibility of the local board chairman. Now, for the first time I have become interested and would like to explain my position to you.

I understand that the national debt is more than 300 billion dollars. Of course the party in power will contend that this entire amount was expended in the furtherance of the war effort, but we sensible people know differently.

I am also advised that the government, in its wisdom, an-

ticipates the destruction of hundreds of ships in an effort to satisfy its curiosity as to the destructive power of the atomic bomb.

I am further advised that several millions of dollars worth of quartermaster and expendable materials are being destroyed to prevent their being placed on the market in competition with our manufacturers. I could enumerate other activities which will be perpetrated upon the people, but when it comes to the loss or misplacement of a \$2.95 head piece, it seems that such a thing is unheard of even if the item is not tracable to any one of several physicians who used it. I suspect that your department, in its wisdom, has ruled that the local board

chairman shall remit the \$2.95 to the Government of the United States.

No, No, Charley-boy! When the time comes that this local board chairman pushes scrawny hands into his worn jeans and shells out shekels in the amount of \$2.95, you Charley-boy, be a little old man sitting the corner with a long white beard.

So far as I am concerned the national debt is and will remain the sum of \$300,000,000,002.95.

Trusting that I have explained my position, and with the very kindest personal regards,

Very Respectfully
(chairman)

—Continued from Page 1—

August 31, 1918 there were 1,395,706 men registered in the day.

In World War II, there were essentially 6 registrations to register 45,778,656 men. The Selective Training and Service Act of 1940 substantially followed the law of 1917, therefore the registration procedures followed the same pattern. The Governors of each state were key figures in the registration within their states. They were charged with the responsibility for registration within their states, and were authorized to modify the procedure to fit the particular needs in their state in order to accomplish effective and complete registration. The election machinery was again used with polling places and schools used as registration sites. Approximately 100,000 persons volunteered their services to man the 125,000 sites, working with the compensated work force. In one day, on October 16, 1940 a total of 1,632,746 persons were registered.

The later and smaller registrations during World War II were conducted in a slightly different manner, depending upon the anticipated registration load. The smaller registrations were manned by com-

pensated personnel of the System with a few volunteer registrars assisting. The larger registrations continued to use the basic election machinery with the assistance of volunteer registrars.

Under the Act of 1948, men were registered by year groups between August 30, 1948 and September 18, 1948 with two days designated for each year group. Immediately following these dates, continuous registration was begun and was in effect until April 1, 1975. The 1948 registrations by age group accomplished registration of 8,393,713 persons between August 30 and September 18.

The projection is that the test period for annual registration will register about 1,700,000 young men of the 1957 year of birth group if 100% of the estimated eligible pool of men born in 1957 present themselves for registration.

The planners, now working out the details of the test period for annual registration in 1976, have a rich source of reference material in the details of the "one-time" registrations during World Wars I and II as well as the August 30 through September 18 registrations in 1948.

New State Director for Rhode Island



Mr. James J. O'Hearn

Mr. James J. O'Hearn was appointed State Director for Rhode Island effective June 2, 1975.

A native of Rhode Island, Mr. O'Hearn was graduated from the South Kingston (RI) High School. He attended Stonington Hall Preparatory School in South Orange, New Jersey

and Rhode Island State, which is now known as the University of Rhode Island.

In 1941, Mr. O'Hearn became a member of the Rhode Island State Police, serving until May 1942 when he joined the Army. His Army service was in the Counter Intelligence Corps. Upon discharge from the Army in November 1945, he returned to the State Police. He retired as a Lieutenant in February 1962. Since that date he has been the Executive Director of the Washington County (RI) Crime Commission, also serving four years as City Council President for Narragansett, Rhode Island.

Mr. O'Hearn and his wife, Phyllis, live in Narragansett, Rhode Island. Their two children are grown, one working for the RI State Police and the other for the State of Vermont.



COL William F. Sanders

Colonel William F. Sanders was appointed State Director for Tennessee effective May 1, 1975. He was "earmarked" as a Selective Service Reserve Officer in the Tennessee National Guard Section in 1959, and served on active duty in the Tennessee State Headquarters from April 1961 through June

1973.

A native of Nashville, Tennessee, COL Sanders was graduated from East Nashville High School. He joined the Tennessee National Guard in 1938, but enlisted in the United States Marine Corps in January 1940, serving in the Corps through June 1946. He was in the Fifth Division in the South Pacific during WW II.

COL Sanders returned to the Tennessee Army National Guard in 1949 and was commissioned in August 1951.

Before his entry on active duty with Selective Service, COL Sanders was the Military Personnel officer for the Tennessee National Guard.

The Colonel is a past commander of the American Legion and past Chef de Gare of the 40 et 8, the American Legion Honor Society, in Tennessee.

COL Sanders and his wife, Gladys, have two children and four grandchildren.

Mailing Labels printed by Computer a Success

In the April newsletter you were told of plans to use computer print-out mailing labels to mail SSS Forms 127 to the Registrants born in 1956 with RSNs of 095 and below. This is a report on the success of that new procedure.

Throughout the System, some 445,677 forms were mailed to registrants using the print-out labels. There were 356,045 forms returned by registrants and 9,213 forms returned by the Postal Service as undeliverable. In addition, 80,419 forms were not returned by either. These figures indicate that almost 80% of the forms were received by registrants and returned to the local boards properly, slightly

over 2% were returned as undeliverable, and slightly over 17% were not returned by either the Postal Service or the registrant.

Local Board personnel entered a new current address on 2,510 labels before the original mailing. This represents address changes not forwarded to the Computer Service Center before the labels were printed or improper addresses entered in the data base. These changes account for only one half of one percent of the total number of forms mailed.

The success of the new procedure in saving man-hours in the mailing of SSS Forms is obvious.

Sex Discrimination Held

in Draft Refusal Case

A federal judge in Butte, Montana ruled in mid May that drafting men is unconstitutional unless women are drafted along with the men.

Judge W. D. Murray dismissed an indictment against a Selective Service registrant who refused induction on the basis of sex discrimination.

In dismissing the indictment

Judge Murray declared: "The draft resulting in compulsory military service is one of the most serious and onerous duties of citizenship. All citizens, male and female, must be subject to the draft on an equal basis."

An appeal of the dismissal is expected.

Reservist flew Phnom Penh Rice Lift



MAJ Larry Sullivan, USAFR

Major Larry Sullivan, a member of the New Jersey Selective Service Reserve Unit, is a pilot for Seaboard World Airlines in civilian life. He transports freight by air. It's usually just another job, but in the last few months, Major Sullivan's job has been filled with more adventure than a best selling Hemingway thriller.

Major Sullivan flew the "rice-lift" into Phnom Penh until it was canceled because of the ever increasing danger and finally the military collapse of the beleaguered Cambodian Capital city.

He flew four or five mis-

sions daily into the battered Pechentong Airport in Phnom Penh. On April 12, the pilots reported in at Saigon for another day of flying. At 7:00 AM they were told to stand by—nothing unusual because of the rocket attacks that interrupted their flights almost every day. By 9:30 AM they realized the delay was longer than usual. A spokesman from the American Embassy told them about the evacuation of the city and of the Embassy personnel. They asked if the rice lift was canceled temporarily, and were told that it was probably ended permanently.

Newsmen asked Major Sullivan about his feelings. He said: "In a way, I'm disappointed that it's over, but in another way, I'm relieved."

He added: "I'm glad it was only rice I was flying in there. I felt I was doing something useful."

The pilots were flying DC-8s, carrying a cargo of 95,000 pounds of rice on each trip. Their run was from Saigon to Phnom Penh—only 115 miles. Under normal conditions, that distance would take only minutes in a DC-8, but these planes had to climb above the range of the North Vietnamese SAM missiles, making the one-way flight take more than half an hour.

"We were on the return run in minutes," said the major from Princeton Junction, New Jersey, "except when we blew a tire. Once we had to change tires when the rockets were coming in. I'd rather have a flat on the Jersey Turnpike."

"It was the maximum test of plane and pilot professionally," Sullivan continued. "It made me proud to be part of it. Douglas should be proud of that airplane. We did things with it that would surprise Douglas. It was the essence of transport flying under stress."

As time went by, the major said he came to fear a mid-air collision more than getting shot on the ground. "We were operating without radar and, in the later stages, without traffic control," he said. "Sometimes we'd come down out of the clouds and see four big engines looking right at us. Somebody had to duck fast."

During the Phnom Penh rice lift, Major Sullivan had to miss a week-end drill with the Reserve Unit in New Jersey. He wrote a letter to State Headquarters asking permission to make up that missed drill at a later date.

He closed that letter with some observations. One paragraph read: "It helps to get half way around the world from home once in a while, to appreciate what a wonderful

place America is . . . we fail to appreciate it as we should . . . to see ourselves in respect to the rest of the world . . . everything we have, material and spiritual . . . or in the way of human dignity. We certainly have our problems and imperfections, but if people understood the magnificence of our system, they would spend less time criticizing and more effort being involved in supporting and improving it."

Payroll Office

needs address

On more than one occasion an appeal has been included SELECTIVE SERVICE NEWS for help in locating former employees who are due back pay. There are still approximately 100 former employees who have not received their retroactive pay from 1972. Check mailed to them have been returned as undeliverable because of incorrect addresses.

If you know a former Selective Service System employee who is due back pay, please urge them to write to the payroll office, indicating their current address. They should contact:

Computer Service Center
(ACCP)

Selective Service System
2550 Huntington Avenue
Alexandria, Virginia 223



Selective

Service NEWS

JULY 1975

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Selective Service NEWS

Annual Registration Task Force Meets

The Task Force to develop implementation procedures for Annual Registration was convened in National Headquarters on June 1975.

The task force is composed of members and 3 technical advisors. Of the 11 members, 5 are in National Headquarters and 6 are from State Headquarters offices. Task force chairman is LTC John A. Caron of the Operations Division. Other National Headquarters members are: LTC John D. Formick of the Operations Division, LTC Douglas Anderson, of the Computer Service Center, Mr. Lloyd Martin of the Office of the General Counsel, Miss Mary Ellen Levesque of the Office of Special Studies. The State Headquarters members are: MAJ Samuel Ulmer of Pennsylvania, CPT James Cantwell of New Jersey, Mr. David P. Works of Nevada, Mrs. Dorothy Steckman of Kansas, Mrs. Opal Dolly



of Illinois, and Mr. Robert Dickover of Maryland. The three technical advisors from the National Headquarters staff are: Mr. Conley D. Payne, LTC William Lenny, Jr. and CPT Mark Wilson.

The July newsletter reported the first meeting of the steering committee of the 6 State Directors in National Headquarters to plan the implementation of Annual

Registration. Their report is serving as guidance for the task force.

As it plans details of Annual Registration, the task force has been divided into smaller groups for study and development of specific areas. Colonel Caron reports the planning progress to be on schedule. Each phase of planning is being coordinated

with the Director and the Deputy Director before being reviewed by the steering committee at its next meeting sometime this month.

The planning ranges from minute details to the overall concept, and runs the gamut of actions such as revision of the Registration Card (SSS Form 1) to coordinating a full scale nationwide publicity campaign.

Effort is being made to carefully consider every possible situation in which young men may find themselves on registration day. The task force members appreciate the importance of full success of Annual Registration to the System, and therefore very careful consideration is being given to all possible aspects of the registration process in its new once-a-year setting.

The Director solicits suggestions for the task force in his column on page 2 of this newsletter.

At American Legion Reception



Director Byron V. Pepitone is greeted by American Legion National Commander James M. Wagoner at a reception given by Commander Wagoner honoring the Joint Chiefs of Staff for their outstanding performance in meeting the Nation's defense requirements. Mr. Pepitone was among more than 400 ranking government, diplomatic, military, and American Legion officials who attended the reception.

Retired Reserve Officer Dies

Lieutenant Colonel Edson L. Kimball, USAFR (Ret) died as a result of injuries sustained in an automobile-pedestrian accident on July 3, 1975 in Stoneham, Massachusetts.

LTC Kimball was a charter member of Flight "A" 2273d Selective Service Squadron in Boston. He was a First Lieutenant when the Unit was formed in January 1950, and was promoted to LTC in July 1968, serving in that grade until his retirement in September 1970.

His military career began during world War II when he enlisted

in the Army in July 1942, and was commissioned in the U.S. Army Air Corps in May 1944.

Graduated from the New England Conservatory of Music in 1930, LTC Kimball had been an organizer and band director of the Woburn, Massachusetts City Band as well as organist for many church and fraternal organizations. At one time a theater orchestra conductor, LTC Kimball was Director of Music at Woburn High School in Woburn, Massachusetts for 25 years.

Survivors include his wife and two children.

The Coming Reduction in Force

By now, all members of the Selective Service System have been advised that we face another reduction in force in the not-too-distant future. As in the past, it is an unpleasant and unrewarding

task for System managers. We lost a considerable number of loyal, dedicated employees in the 1973 and 1974 reductions and, most unfortunately, we are now

(Continued on Page 3)

THE FIRST ANNUAL REGISTRATION IN STANDBY



At this writing, about 20 weeks have passed since the publication of the Proclamation announcing the change in procedures whereby young men are enabled to comply with the law that every male person residing in the United States between the ages of 18 and 26 shall register with the Selective Service System "in such manner as shall be determined by Proclamation of the President."

It is time, I believe, for the general subject of the annual registration, to be held early next year, to be addressed so that all members of the Selective Service System are viewing this forthcoming activity in the same perspective.

The Selective Service System, as we all know, is required, whenever the manpower needs of the armed forces are placed on an all-volunteer basis, to maintain an active organization with a complete registration structure capable of immediate operation in the event of a national emergency. It is the will of the people, acting through the Congress, that all men between 18 and 26 be prepared to register and to do so on call of the President. As a result of Proclamation 4360, for the first time in over 25 years the registration structure will assume a new form.

The registration activity which Proclamation 4360 addresses is the means whereby the Selective Service System, the agency of the Federal Government charged with administering the Military Selective Service Act, provides for young men discharging their obligation to register. The Proclamation expresses no change in the will of the Congress, or of the people of this country, that all citizens bear a responsibility to serve their country in the armed forces. It reflects only that there has been a change in some of the procedures whereby this will be accomplished. With the termination of the registration method as we have known it

since 1971, when men were required to register within a period of 30 days on either side of a man's 18th birthday, we are now embarked upon a program intended to permit us to register all who have the requirement to register in a much shorter period of time and at much less expense to the taxpayer.

We hope (and are planning, in fact) to have the forthcoming first annual registration during the course of a single day, at a date to be announced by Presidential Proclamation some time later this year. It is our view, from the preliminary planning that is under way, that we shall make this registration day one of maximum convenience for the individual who must register — we want him to do so with the least consumption of his time and the least possible inconvenience.

In order that our planning on this subject could go on, taking into account the many differences in geographical circumstances and concentrations of population, as well as other local conditions, I formed a planning committee of six State Directors. They met in Washington June 4 through June 6 for the purpose of reviewing in detail the many facets of planning which are necessary in connection with an operation of this size. We outlined at that meeting a tentative program which, in our view, will enable us to provide the facilities and new methods for the registration for those who must register.

There are some people with whom I have talked in various places in the System who have concluded that such annual registration cannot succeed, that it may be too much to ask of the young men of the country to register on a single day. They assume, of course, that there is some real difficulty for a young man to show at a prearranged spot and register on a single day. It is my contention that with proper planning and attention to detail we can arrange a convenient, simple and successful method which will guarantee that the

young men who have attained their 18th birthday during calendar year 1975 can, with rare exception, on a single day come to a designated place and be registered with the Selective Service System.

All of our planning is geared to this being a reasonable and successful operation. The members of the System should make no mistake with respect to the outcome should this effort not succeed. They should recognize that those of us who are planning the activity are planning it to succeed, since the responsibility of the agency under the law is clear and unambiguous in this regard. It is our view, and our intention, that we shall devote the maximum resources that we have available to the program, keeping foremost in mind the requirement for young men to register and the requirement on our part to provide for them a convenient way in which to register, at all times viewing the aim to reduce the cost of the registration program to the maximum extent possible.

We at the National Headquarters are available to receive suggestions from anyone in the System who might care to offer them. As the subordinate working element of the steering committee of State Directors which I mentioned earlier, there exists in the National Headquarters a task force of staff and State Headquarters personnel who are devoting concentrated attention to resolving the many specific problems and details we foresee in connection with this first annual registration. This

group has asked me to convey the members of the System, to be compensated and uncompensated, the message that I welcome suggestions and ideas by anyone who cares to offer them. The value of the suggestion, and not the source, is my primary concern. We will accept any good suggestion from wherever it may come. LTC John Caron and the compensated employees who comprise the task force are working on an annual registration program at our National Headquarters here in Washington. Any suggestions for consideration by the task force or the State Director steering group should be addressed to Colonel Caron at the National Headquarters address. In addition, I would be pleased to receive personally any suggestions which any compensated or uncompensated member of the System cares to communicate directly to me.

Our sights are set to attain an efficient and complete registration early next year during the course of a single work day. We are convinced that this can be done, and we are planning for it to be done.

--Byron V. Pepito

Recent Personnel Assignments

Among the recent personnel assignments at National Headquarters, Regional Service Centers, and state Headquarters are: LTC Neal E. Wagoner, AGC, appointed Acting State Director for Arizona on July 1, 1975.

MAJ Garrett W. ("Corky") Williamson, AGC, appointed Manager, Operations Division and Deputy State Director for

South Dakota on June 20, 1975.

COL Robert C. Clouse transferred from Region IX Service Center to Reconciliation Service Division of National Headquarters.

Mrs. Sarah Hawkins appointed Administrator, Region IX Service Center, Alameda, California June 9, 1975.

Summary of Defense Manpower Commission Report

Several weeks ago, the Director of Defense Manpower Commission's interim Report to each State Governor for distribution to all personnel. In this period of uncertainty about the type of selective Service organization that will continue to exist, the recommendations made by the Defense Manpower Commission are encouraging to those who believe a viable and capable standby selective Service System is necessary.

For those who have not had the opportunity to peruse the extract of the report, this is a brief digest of that extract.

BACKGROUND

On March 27, 1969 the President appointed a Commission to study the all-volunteer Armed Force. Their report, dated February 20, 1970, has come to be known as the Gates' Commission report.

One of the major aspects of the Gates' Commission Report was the provision that the all-volunteer force be supported by an effective standby draft. Upon recommendation by the President, the Congress in September 1971 passed an amendment to the law, adding Section 10(h) which specifies that there be a standby selective Service System during times when the Armed Forces are relying solely on volunteers to meet their active duty manpower needs. The two specific injunctions in Section 10(h) of the law are that the System maintain a complete registration and classification structure capable of immediate operation in the event of a national

emergency and that personnel be maintained to reinstitute immediately the full operation of the System.

Following the expiration of the general authority to induct in mid-1973, the System established 7 guide lines for operation in standby. They were:

- An organization capable of registering male citizens under the requirements of Section 3 of the law.
- A system of classification following registration, without pre-induction Armed Forces Examinations.
- Retention of the local board structure.
- An annual lottery drawing to establish Random Sequence Numbers for registrant processing.
- Retention of a cadre of Reserve and National Guard officers to augment the system in the event of a mobilization.
- Supervision of the I-W registrants performing alternate service assignments.
- And retention of adequate personnel, organizational elements, and necessary procedures to insure the capability of immediate full scale operation in the event of a national emergency.

The Director of Selective Service expressed the belief that applying these 7 guide lines in the most cost effective and stringent manner would enable the fulfillment of the requirements of the law and would enable the System to identify a readily inductible pool of men to meet the immediate needs of the Armed Forces in the event of an emergency mobilization.

The System has been able to sustain these objectives since the end of inductions by resorting to "innovative processing short-cuts." Since the end of inductions, there have been continuing decreases in the System's budget, requiring reductions in work force and offices. On December 31, 1974 the System employed 2,472 people at 899 sites. Realistic projections of personnel reductions call for a reduction of 1,000 employees from this figure by the end of fiscal year 1976, with comparable reductions in the number of sites.

PROBLEM

The problem that confronts the nation in this matter is whether or not the standby System should be retained as a part of the plan to use all-volunteer forces in peacetime. If the System were to be eliminated, what are likely to be the adverse consequences?

DISCUSSION & ANALYSIS

The need to continue a standby System rests largely on the proposition that certain military contingencies will generate demands for rapid increases in military manpower. Studies affirm the possible need for up to 480,000 new accessions in the first 180 days following the advent of an emergency.

Without a standby System, it has been estimated that at least 180 days would be required to establish a new system from scratch, plus the amount of time necessary to pass the necessary legislation in the Congress. If the annual budget were cut to the \$5-

\$10 million level, a headquarters and skeleton planning structure would be possible, but there would be no State Headquarters or local board offices. The historic insight for these conclusions dates back to 1947-1948 when the System was dismantled just after World War II. There was only an Office of Selective Service Records in existence with 815 employees. All activities such as registration, classification, examination, and inductions were suspended. As a result, when the decision was made to reestablish the draft, four months were required to open local board offices and staff them before the first man was inducted. In the first six months after the system was reestablished in 1948 only 20,348 men were inducted as compared to 219,000 inductions in the first six months of the 1950 call-up when the System was in existence in a standby mode of operations.

The many changes in attitude during and subsequent to the experience in Vietnam are no basis for optimism that the experience in rebuilding a draft system after World War II could be improved upon if the present standby system were eliminated.

RECOMMENDATION

Recognizing that future emergencies might generate demands for rapid increases in military manpower which cannot be met by the volunteer system, the Commission recommends retention of the current standby system, with adequate funding, until alternative, less costly and more efficient procedures have been developed and tested.

The Coming Reduction in Force

(Continued from Page 1)

reduced with further losses. These reductions cannot be avoided as we move deeper into the standby posture with the resultant mission changes and generally reduced tempo of activities within the system.

The System is dedicated to assuring every employee that the forthcoming reduction, as in past reductions, will be conducted in the most equitable manner possible. All segments of the organization (National Headquarters,

the Service Centers, State Headquarters and Area Offices) and all categories of personnel (managerial and clerical, military and civilian) will share in the reduction as equitably as possible within the requirements of the System's changing missions. Scrupulous care will be taken by all managers to assure that the legal and regulatory rights of each employee, wherever located and in whatever category, are fully protected.

Health Benefit Regulations Change

The final regulations changes for resolving disputes between Federal employees, annuitants, and survivors covered under the Federal Employees Health Benefits program and their health insurance carriers were published in the Federal Register in mid-June.

Under the new regulations, the claimant's written request must be made within one year of the denial to the health insurance carrier which denied the claim. The carrier is required to respond within 30 days with certain

specific exceptions.

If the carrier fails to respond within the required time limit, the claimant may request a review of the denial by the Civil Service Commission's Bureau of Retirement, Insurance, and Occupational Health.

There are several other detailed facts in the changes. Should any Selective Service employee have any problems in this area, complete information is available by contacting the Personnel Office at the appropriate Regional Service Center.



Miss Mary Kelly is shown receiving the System's Certificate of Merit from Mr. Arthur A. Holmes, the State Director for Michigan, at her retirement this spring. She had worked for the System for more than 33 years. Her service began when she was given the task of setting up the local board office in Pontiac, Michigan in 1940. Her only break in service was during the System's hiatus in 1947-1948. She had supervision over 7 Oakland County Michigan local boards when she retired.

The Selective Service System Exceptional Service Award was presented to Miss Kelly by Manpower Administrator Ray Wisniewski on behalf of the Director of Selective Service.



A mobilization support planning task force has been appointed by the Director. The chairman is LTC Richard J. Thomas. Members are: COL Malcolm S. Crook, Julius M. Culpepper, Jr., LTC Richard A. Hein, and LTC Wilbur B. Clarey. Technical advisors are: LTC Ronald J. Schmiedekamp, CPT Mark Wilson, Mr. Conley D. Pa and Miss Mary Ellen Levesque.

The task force is concerned with all phases of the support and support requirements of all levels of the Selective Service System in the event of mobilization and a return to full operational status. (Miss Levesque and Schmiedekamp were not present when the picture was taken.)

Federal Employees Compensation Act Amendments Cited

The Federal Employees' Compensation Act provides compensation and medical care for all civil officers and employees of the Selective Service System for disability due to personal injuries sustained in the performance of duty.

Among the major improvements in the 1974 amendments is the provision for continuation of pay. The Act now authorizes the System to continue an employee's pay for a period not exceeding 45 calendar days where the employee files a claim under the Act based on a "traumatic" injury which results in absence from the job. An employee's election to take leave

with continuation of pay is granted pending the Office of Workers Compensation Programs' determination of the employee's claim.

Previously, an employee was required to use sick or annual leave, or be on leave without pay for at least three days before becoming eligible for compensation payments for subsequent days of absence.

Some of the other new provisions provide guarantees of return right to previous job or equivalent; a choice by employee of medical facilities and physicians; expands medical coverage; provides for compensation for loss of personal property due to acci-

dent; and expands benefits to survivors.

Chapter 810 of the Manpower Policies and Procedures Manual, title "Injuries, Claims, Com-

pensation and Medical Care" will soon be distributed with these provisions included. The Chapter will also be included in the A Office Personnel Handbook.

Typewriter Maintenance Change

As part of the Director's continuing effort to reduce Selective Service operations costs during Fiscal Year 1976, Mr. Pepitone advised each State Director that regular maintenance agreements for servicing Optical Character Recognition (OCR) typewriters would not be renewed for the first six months of the fiscal year. At the end of that time, a

determination will be made as to whether OCR typewriter maintenance will be continued on "per-call" basis or be covered by restoring regular maintenance agreements.

State Directors will advise A Office personnel of actions to be taken when "per-call" typewriter maintenance service is required.



Selective

Service NEWS

AUGUST 1975

NATIONAL HEADQUARTERS

SELECTIVE SERVICE SYSTEM

1724 F STREET, N. W.

WASHINGTON, D. C. 20435

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
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This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act, or any other acts of Congress.

Communications should be addressed to: Registrant Information Section, National Headquarters, Selective Service System, 1724 F Street, N.W., Washington, D.C. 20435. (For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.) Price 25 cents (single copy). Subscription price: \$3.00 per year; 75 cents additional for foreign mailing.



Selective Service NEWS

Annual Registration Planning Continues

Deputy Director Resigns

Deputy Director of Selective Service Bob Mathias has resigned to assume duties with President Carter's Finance Committee. The committee is a political campaign raising committee. Mr. Mathias' resignation was effective August 11, 1975.

Planning for Annual Registration continues in National Headquarters. The Task Force, made up of members from six states and National Headquarters, is continuing its work on implementing instructions. The Steering committee, composed of six State Directors appointed by the Director, is monitoring the work of the Task Force.

The Director has announced plans

for regional conferences in October and November to provide State Directors with a detailed understanding of the Annual Registration procedures. The conferences will be held:

- ° OCT 28-29 in Hartford, CT
- ° OCT 30-31 in Baltimore, MD
- ° NOV 3-4 in Montgomery, AL
- ° NOV 6-7 in Oklahoma City, OK
- ° NOV 10-11 in Minneapolis, MN
- ° NOV 13-14 in Portland, OR

In addition to State Directors, the larger states will be authorized to send one additional conferee.

The Director plans to attend the conferences. The briefings for State Directors will be conducted by Mr. Glenn R. Bowles, manager of the Operations Division and Task Force members: LTC John A. Caron, LTC Joseph D. Formick, MAJ Samuel Ulmer, and Miss Mary Ellen Levesque.

Employee Awards between January and June 1975

Plans for an "Awards Day" to recognize employees who have made noteworthy suggestions or have performed their jobs in an exemplary manner have been postponed indefinitely due to the greatly reduced Selective Service budget. Names of employees who have received Quality Step Increases, Sustained Superior Performance Awards, Outstanding Cash Awards of \$100, or were approved suggestions between January 1, 1975, are reported here. In the future, such awards will continue to be reported in SELECTIVE SERVICE NEWS.

State Directors may wish to list names of their employees in the Newsletters or similar publications who receive Quality Step Increases, Sustained Superior Performance Awards, Outstanding Cash Awards, or who have received approved suggestion awards.

Employees who have received Quality Step Increases are:

National Headquarters

Robert Lynch
Dorothy L. Anderson

Region III

Harry C. Burns
John M. Callahan
Delaide A. Jones
Leonard T. Minden
John M. Micher
William M. Porkolab
Susan A. Kent
Margaret M. Valdrighi
Margaretta B. Guy
Morris M. Clark
Alma M. Belfiore
Angela R. Nagel
Norma Shober

State

MA
MA
MA
MA
PA
PA
VA
VA
VA
DE
CT
NYC
MD

Region IV

Kate J. Lovett
Dorothy S. Garrett
Rita R. Nicholson
Marjorie G. Harding
Patty T. Germany
Louise T. Fisher
Leatrice B. Jones
Geraldine K. McKinell
Shirley H. Delcambre
Joy B. Henry
Anna C. Brown
Nedra M. Archer

State

MS
MS
LA
LA
LA
LA
LA
LA
LA
LA
KY
SC

Region VIII

Jeffrey L. Swart
Denise L. Collette
Kathleen E. Ure
Helen H. Todd
Shirley M. Bednarz
Bessie M. Stewart
Ruby B. Lovens
Doyal T. Brantley
Orla R. Cunningham
Rosalee E. Mitchell
Phyllis H. Hall
Mary E. Kremer

State

OH
UT
UT
UT
IL
IL
CO
CO
MI
MI
MI

Carol J. Meyers
Virginia M. Milbourne
Sharon Randall
Jessieanna B. Benjamin
Wendell J. McComb
Beth E. Holen
Region IX
Ellen C. Bilgren
Charlene V. Kulkat
Frank W. Kilgore, Jr.
Leslie A. Morrison

MI
MI
MI
MI
MI
MN
State
WA
WA
WA
NV

(Continued on Page 4)

Assistance Offered Employees to be Separated in RIF

In view of the impending Reduction in Force, the Director asked the Manpower Administrator to contact the personnel directors of several Government Agencies seeking assistance in finding jobs for Selective Service employees who are slated to be separated in the reorganization.

The Manpower Administrator has contacted the national personnel directors of 21 agencies and departments, listed below, advising them in general terms of the background and experience of area office employees. They have been provided telephone numbers of the Service Center personnel officers.

The Director has asked State Directors and personnel officers to assume direct responsibility in giving all possible assistance to employees in finding jobs in other government agencies, in state agencies, or with local businesses.

A brochure that provides hints for preparing Standard Form 171 (application) for Federal employment is now available at State Headquarters and the Service Centers. The brochure is called

"Your 171 and Your Next Job." Employees are encouraged by the Manpower Administrator to seek employment on their own, and may wish to contact the personnel director of the government agencies and departments with whom contact has been made at the national level.

They are:

1. Civil Service Commission
2. Defense Supply Agency
3. Department of Agriculture
Farmers Home Administration
Federal Crop Insurance Corp.
Extension Service
Forest Service
Soil Conservation Service
4. Department of Commerce
5. Department of Interior
National Park Service
Bureau of Outdoor Recreation
U.S. Fish and Wildlife Service
Bureau of Land Management
Bureau of Reclamation
6. Department of Justice
Bureau of Prisons
Immigration & Naturalization Service
7. Department of Labor

8. Department of Transportation
Federal Aviation Administration
Federal Highway Administration
9. Department of Treasury
Internal Revenue Service
Bureau of Alcohol, Tobacco, and Firearms
United States Customs Service
10. District of Columbia Government
11. General Services Administration
12. Government Printing Office
13. Health, Education and Welfare
Office of Education
Food and Drug Administration
Social and Rehabilitation Service
Social Security Administration
14. Housing and Urban Development
15. Railroad Retirement Board
16. Tennessee Valley Authority
17. United States Air Force
18. United States Army
19. United States Navy
20. United States Postal Service
21. Veterans Administration

The Emergency Military Manpower Procurement System

In mid-August I had the occasion to correspond directly with the 56 State Directors on the subject of our plans for the "new procedures for processing registrants for induction" which I referred to in my column in the March 1975 issue of the Selective Service News.

After reading my letter I became concerned that although all of the Selective Service family, compensated and uncompensated employees and Reserve and National Guard officers, would be interested in how we are doing in this endeavor perhaps they would not learn of the content of my letter. To overcome the shortcomings of my correspondence as a medium for keeping all of our people informed, I have decided to publish here the text of my letter to the State Directors:

Dear _____,

In February, after our conference working group had finished work on the subject of developing new procedures for processing registrants, I promised the State Directors that as soon as enough meaningful information became available to warrant being discussed I would inform them of the progress we were making here in Washington. I have not had occasion to do this between February and this letter. Now, however, after a series of briefings with the contractor this week, I feel that it is time for me to acquaint you with the fact that I look with considerably more anticipation to the outcome of the new procedures development than I did when we last talked about them, and also to acquaint you with some information on the progress we have made in developing these new procedures.

As I recall, when we talked about the new procedures in keeping with the President's guidance, we adopted the acronym "CONCOM." This nickname has managed, in some conversations, to continue to be the term used when talking about the new procedures. However, Systems Development Corporation, the agency that became our prime contractor in the development of the system, has adopted a title for the study which is really a meaningful one and is the one which I think we should use for easy reference to this subject in future conversation. The contractor has called the study the "Emergency Military Manpower Procurement System," and from it we have derived the acronym EMMPS — "emps." As we talk about the development of the study in our staff discussions and with the staffs of the Department of Defense and the Office of Management and Budget, we use the acronym EMMPS. It pro-

vides an easy common reference here, and I suggest we use it throughout the System.

Now, to get on with where we stand in developing EMMPS. As you know, we were on schedule in the award of our contract to the Systems Development Corporation in March. We had eleven bidders on our proposal. It was gratifying to see the interest displayed by that many systems development agencies, who are professionals at the development of complex systems. Our choice of Systems Development Corporation, after considerable detailed study and evaluation in which OMB and DoD participated, left me with a feeling of confidence insofar as that agency's ability to devise this system is concerned.

During the course of this past week, I find that we can now identify in broad general terms the general type of structure which the contractor and our staff think will be required to support an emergency military manpower procurement system, using as the hub for the repetitive clerical operations a national computer center. Inherent within the System, however, I am pleased to report upon the role that "people" play in the new system. If there are any among us who have had some reason to believe that the new system would be operated without the "people" inputs we have known in the past by substituting computer actions and judgments, I say — NOT SO! People, both compensated and many, many uncompensated, will be required to plan for and operate the annual registration; compensated people will be required to record and transmit the information from the registration to the computer; compensated people will be required to update registrant information in the computer; uncompensated people [local board members] will be required to rule on the claims of any registrant who elects to exercise a procedural right; uncompensated people [local board members] will have to act upon valid claims and then participate when a registrant requests the right of personal appearance; uncompensated people [appeal board members] will have to act upon valid appeals from local board decisions; people [National Appeal Board] will have to act upon appeals that get to their level. Yes, indeed, people as close to the registrant as possible will still be the heart and soul of the Selective Service System.

Our action in arriving at the broad and general guidelines for the new procedures has required an exhaustive study by the contractor's personnel and a continuing analysis of their studies and proposals by the members of the National Headquarters staff with coordination from

the Department of Defense and the Office of Management and Budget. I mention the coordination of the two outside agencies for two reasons: first, the Department of Defense is the agency which must, as I am sure you know, interface directly with our system since in the processing of registrants for induction they share a significant portion of the processing requirement with the Selective Service System. We, as you know, do the classifying and the ordering for induction, and they do the assessment with respect to qualification and actually perform the ultimate induction. OMB, in the second instance, is the agency which will have to agree in advance with us that the system we are contemplating is one which is reasonable in terms of the cost to the nation and one which, in their view, may comfortably be included in the President's legislative program and the President's defense expenditures program to be submitted to the Congress for the fiscal year which follows the one we are now entering. As of this writing, I believe that both agencies are as optimistic as I am with respect to the specifics which we are beginning to visualize within the new procedures.

Interestingly, and as an aside, assuming that we can get both agencies to agree with us as to an organization, procedures, and the resources with which to support both, I am hopeful that we can gain that endorsement in such a fashion as to permit us to use it as a base for a five-year projection for budgetary purposes. If we can do this, I am hopeful that we can then cease the annual organizational trauma of reduction in force to which we have had to submit for the past three years. The principal gain to the agency, in my view, from such an endorsement will be the stability that will come from recognizing the new organization and procedures as a viable system and one which is within the ability of the taxpayer to support.

One of the prerequisites which we established as being essential to the adoption of any new system which might come from the action under way was that we have an opportunity to test it before it is adopted. We went further than this: we specified to the contractor that it would be his responsibility to look over our shoulders and to assist us in this test before we certify the contract as having been satisfied and accept the system as tested and proven. This test of the new procedures will very shortly be upon us. We anticipate that the details of the new processing procedures will be in sufficiently precise form so that we may conduct an induction exercise using these



new procedures. We will, for want of a better name, call this exercise INDEX-EMMPS.

This test, assuming that all of dates are met in our present schedule of activities, should commence in October and continue throughout the month of November and be terminated at or near the end of the first week in December. We tend to ask selected state organizations to participate. We are likely to ask approximately 20 states and some of their selected administrative offices across the nation to conduct the test. It is our hope that we can make the test as realistic as possible by using the transmission of live data and material and employing the talents and mental resources of as many people in the System as we possibly can.

It will be our endeavor in the test to assure ourselves that the test of the system is a valid one and that the system we are testing will work in time of emergency. There is no question that I know of on the part of anyone, either in Selective Service, the Department of Defense, or the Office of Management and Budget, to subscribe to a new concept of operation and new methods where we can process registrants toward induction until we are certain that the new method is a viable one and one which we would be willing to professionally support. More information about the type of test, the nature of the participants, and the degree to which we shall seek participation will be forthcoming as soon as it has been developed to the point that it becomes a meaningful piece of data for you. In the interim some State Directors are being asked to assist through the loan of people in the preparation of the test plan.

I recognize that for the few of who remain on the rolls as compared to the numbers which were about three years ago, the next several months shape up as busy as any of

(Continued next page)

The Freedom of Information and Privacy Acts

recent years American citizens have shown an ever increasing interest and concern with the operations of their Federal, State and local governments. They want to know what their governments do. Particularly, since the operations of the Federal government have an impact on the personal life of every individual in the country, they want to know more and more about what the numerous agencies of the Federal government are doing and trying to do which will affect their personal lives.

At the same time, Americans are becoming ever more aware that the government — the Federal government in particular, is asking more and more questions and seeking more and more information from individuals concerning their personal lives. One need only consider the information demanded in census forms, income tax forms, social security and employment applications to name only a few. What happens to all this information, how it is used for all these purposes is it being kept, has become a subject of major concern to nearly everyone.

At the risk of oversimplifying, it nevertheless seems that the concern of the individual in these areas may be expressed by two questions: (1) What is the government doing with all this information? (2) What is it doing with all the information it has been collecting from me about my personal life?

FROM THE DIRECTOR

Continued from Page 2

Emergency Military Manpower Procurement System

I can remember. What with planning for the annual registration, conducting a reduction in force, closing area offices and establishing administrative sites, and now testing a new procedure in order to assure its viability while at all times keeping foremost in mind the importance of the Reconciliation Program, we will have more activity than any average person would be happy to have. I know, however, of the frustration of the people in the System and how, when they are hard at work, they are happier than when they have little to do. It is my intention to make known to the people who wonder what it is we do on a day-to-day basis how many different activities we are involved in and how all of them contribute to the welfare of our nation.

sincerely,

Byron V. Pepitone

Responding to the mounting public expression of dissatisfaction and the people's demand for answers to these questions, Congress passed the initial Freedom of Information (FOI) legislation in 1966. In compliance with that Act, the Selective Service System provided in its regulations, and more recently, Part 608 of the Registrants Processing Manual, procedures for responding to requests for information.

The public information requirements under the 1966 Act imposed no special compliance problems since a requester had to specify the identifiable documents he desired and no time limits were imposed for responding to the request.

Based on its findings that many of the Federal agencies had been lax in furnishing public information under the Act as then in effect, last year the Congress amended the FOI Act to impose more stringent requirements for compliance. Some of the provisions of the amendment, such as the requirements for publication of the index of directives and for annual reports to Congress of denials of information, will not directly affect Selective Service field personnel except that all denials of requests for information

must be recorded and reported to National Headquarters. Other new requirements for responding to requests for public information, however, are of equal importance to all Selective Service personnel. This is so because, depending upon the particular case, any employee may find himself in the position of having to take action on a public information request received at his or her office. Briefly, these requirements are:

(1) The new law states that a request "reasonably describe" the material wanted. In the past, requesters had to specify "identifiable" records.

(2) A determination on whether to comply with a request for information must be made within 10 working days of its receipt. This deadline may be extended to 10 more working days in unusual circumstances, such as the need to search for records that are dispersed in field locations or a need to search voluminous files.

(3) If a requester appeals an agency's denial of a request, a determination on the appeal must be made within 20 working days from date of receipt.

The new amendments also pro-

vide that an individual may file a civil action in a Federal District Court if he believes that records are being unlawfully withheld. If he is successful, the court may award him court costs and attorney fees to be paid by Selective Service. The new law also provides that the court may report to the Civil Service Commission any individual whom it considers acted arbitrarily and capriciously in withholding information. The Commission may then take proceedings to determine if the employee should be subject to disciplinary action.

The requirements of the amended FOI Act apply, as in the past, only to records which are required to be released as public information. The file records of Selective Service registrants continue to be confidential as they have always been, and are exempt from disclosure under one of the exceptions to the FOI Act which provides for the exemption of certain records.

As discussed above, American citizens want to know not only how their government is operating and what it is doing, they are equally concerned with the question of what the government is doing with the information which it collects from and about them and maintains in various government files under their names as individuals. In response to the concern of the public on this second question, the Congress in December 1974 passed a law providing for the protection of privacy in the administrative processes of Federal agencies. This law is known as "The Privacy Act of 1974." The purpose of this Act is to provide safeguards for individuals against invasions of personal privacy.

Briefly, the Act requires Federal agencies to permit individuals to determine what records pertaining to them an agency maintains, as well as the authority and purpose for maintaining such records. The Act also requires a procedure whereby an individual can gain access to such records, receive a copy of them, and correct them if they contain erroneous information. The Act requires each agency to maintain the records in a manner so that information is current and accurate.

As with the FOI Act Amendments, many of the new requirements of the Privacy Act will not affect field personnel of the Selective Service. However, in the collec-

tion and maintenance of personal information, the new Privacy Act imposes a whole new set of requirements. Many of these requirements will affect all personnel of the Selective Service System who have any responsibility for collecting information from individuals, registrants or other individuals. It will, therefore, be most important that all employees become familiar with new Selective Service System regulations and procedures which will apply when the Privacy Act becomes effective on September 27, 1975.

The new procedures for maintenance of records will not impose any radical or new requirements on Selective Service personnel. However, it is of the utmost importance that all employees comply strictly with the new procedures. The principal changes will be:

(1) Advance notice to an individual from whom information is being requested regarding the purposes and uses to which the information will be put, whether furnishing the information is mandatory or voluntary and the effect on the individual if he fails to provide the information.

(2) Revision of present regulations to provide a method whereby an individual may file material for the correction of records which he believes to be inaccurate.

(3) Appellate procedure whereby an individual can appeal the denial by Selective Service of his request for correction of his record.

Strict compliance with the regulations promulgated by Selective Service for compliance with the Privacy Act is most important, since civil remedies and criminal penalties are provided in the Act for agency employees or officials who willfully violate certain key sections of the Act.

All Selective Service personnel should be ever mindful of the importance of this new legislation and its especial impact on Selective Service as one of the largest record keeping agencies of the Federal Government. Dealing courteously with the public in all of our operations has always been one of our most important goals. Such courtesy is particularly important in the Public Information and Privacy areas.

The General Counsel remains available to all personnel when immediate advice and counsel are required by any employee.

Employees who have received Sustained Superior Performance Awards are:

National Headquarters

Ronald E. Jackson \$351.

Region III

Nancy S. Williams	\$283.	VA
Hazel C. Costello	\$283.	VA
Lottie L. Brooks	\$283	VA
Geneva S. Reedy	\$150.	VA

Region IV

John D. Burkhalter	\$150.	TX
Dixie L. Wilson	\$250.	TX

Region VIII

Doris J. Dusek	\$150.	CO
Nelma E. Gray	\$150.	OH
Patricia L. Fannin	\$150.	OH
Harold F. Cross	\$150.	MI
Louise Fabiano	\$253.	MI
Ann M. Pickering	\$283.	MI

Employees who have received cash awards for their suggestions are:

Region III



Mark Scott, a supply clerk in the Connecticut State Headquarters recommended the use of a different size, less costly box for use in the transfer of records to Federal Records Centers. The suggestion saved \$205.80 in the state of Connecticut and a total of \$17,000. throughout the System. The Di-

rector has awarded Mr. Scott \$725. and has recommended to the President that a personal letter from the President be sent to Mr. Scott under provisions of the President's Cost Reduction Campaign.

Other suggestion awards of \$100. or more were:

Region III	State
Linda M. Vekens	\$150. MA
— suggestion for labeling file cabinets in local board sites.	
Audrey L. Pepe	\$100. NY
— suggestion to combine the LOC and LOR.	

Region IV	State
Alice Brown	\$200. NC
— suggestion for labeling file cabinets in local board sites.	

Former Ohio State Director Dies

MG Chester W. Goble, 82, a former State Director for Ohio, died in July 29, 1975 after a lengthy illness.

General Goble served as State Director from 1940 through 1945 and from 1949 through 1955. He was the state's Adjutant General From 1947 through 1949. As Ohio's Bonus Director he supervised the payment of 231 million dollars to Ohio Veterans of World War II, and as Director of the State Bonus Commission he supervised the payment of 60 million dollars to Ohio Veterans of the Korean War.

His military career began in 1908 when he enlisted in the Ohio National Guard. He was commissioned in 1917 and served in the Field Artillery in Europe in World War I.

First Anniversary of Clemency Program Not

On September 16, 1974 the President announced his Clemency Program for Vietnam era draft evaders and deserters.

Reflecting on the last year, Director Byron V. Pepitone said: "The Selective Service System can be proud of the contributions it has made to the success of this program."

Since the first returnee enrolled on September 19, 1974 Selective Service has placed 2,849 enrollees on approvable jobs, as of mid-August.

"This is a significant accomplishment when we consider the economic situation throughout the country", added the Director.

With the exception of a few states, practically all of the enrollees from the Department of Defense and the Department of Justice have been placed or will be placed in the near future. State Directors report that they are making determined efforts to complete the processing of these enrollees before the surge of additional Presidential Clemency Board enrollees. Except in a few geographic areas, the State Directors report being able to provide approvable jobs for all enrollees who are sincerely interested in completing their obligation.

By mid-August there had been only 106 enrollments by individuals who were referred to Selective Service by the Presidential Clem-

ency Board. Mr. Pepitone said is difficult to estimate the number who will enroll out of those currently being processed by Presidential Clemency Board, indications are that there will be several thousand."

"It is gratifying to note that of the enrollees from the original Clemency Program are now completing their period of assigned alternate service. More than 800 individuals have already earned their completion certificates and we anticipate this number will increase substantially in the months ahead."

Certificates of Completion of assigned alternate service are forwarded by the Director to referring authorities and several individuals have already had their discharges upgraded, their incomes dismissed, or their pardon granted.

"Certainly, for these and others who will follow, the President's Clemency Program has provided a solution to their problems and this extent has been a great success", concluded Mr. Pepitone.

EDITOR'S NOTE: At press time Chairman Charles Goodell of Presidential Clemency Board announced that the Board would end of existence on September 1975.



Selective

Service NEWS

SEPTEMBER 1975

NATIONAL HEADQUARTERS

SELECTIVE SERVICE SYSTEM

1724 F STREET, N. W.

WASHINGTON, D. C. 20435

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
SELECTIVE SERVICE SYSTEM



Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1968.

This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act, or any other acts of Congress.

Communications should be addressed to: Registrant Information Section, National Headquarters, Selective Service System, 1724 F Street, N.W., Washington, D.C. 20435. (For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.) Price 25 cents (single copy). Subscription price: \$3.00 per year; 75 cents additional for foreign mailing.



Selective Service NEWS

INDEX—EMMPS Conference

In the Director's Column in the November issue of SELECTIVE SERVICE NEWS, you were able to share his letter to each State Director concerning the Emergency Military Manpower Procurement System (EMMPS). The Director mentioned INDEX-EMMPS activity which began in October with a conference in Washington, D.C.

INDEX-EMMPS will involve State Headquarters and selected Area Offices in 20 states in a field test of the new system of methods and procedures for processing registrants during a national emergency. Members of the Selective Service Reserve Units, the National Guard Sections of each participating state will be involved in the test.

The Washington conference October 15 through 17 was a briefing and training session for

State Directors and key personnel from each participating state.

The field test phase of INDEX-EMMPS is expected to begin in the 20 participating states in early November, and will consist of a simulated induction exercise with live data input to and output from the System's Registrant Information Bank (RIB).

Members of the National Guard Sections and Reserve Units will play the role of registrants in the test, and will receive orders to report just as registrants would in the event the new system was used in an emergency mobilization.

The importance of the test is best summarized in one sentence from the Director's letter: "It will be our endeavor in the test to assure ourselves that the test of the system is a valid one and that the system we are testing will work in time of emergency."

Continued Employment Assistance Given

Last month the newsletter advised of the efforts of the Director and the Manpower Administrator seeking suitable employment for the Selective Service employees who will be separated in the forthcoming reduction force.

Toward the end of August, the Director wrote to the Commissioner of the Social Security Administration. Below are two paragraphs from the Director's letter:

Draft Board employees, who are employed in the competitive service in 626 local communities nationwide, perform work that is similar in nature to the Contact Representatives in your agency.

Such employees manage their offices independent of direct supervision. Although not recently, they have in the past been required to deal with diverse elements of the population, (i.e., young men from all socio-economic levels, their parents, and often their legal representatives) under the most adverse and unpredictable of circumstances. Contact with the general public, as well as with community leaders and community service organizations, has been an important function of their jobs. Many of the employees working in local boards are experienced supervisors. At some time in their career with

Selective Service, they have been required to type proficiently.

In July, our Manpower Administrator contacted the Personnel Director of Health, Education and Welfare, regarding the forthcoming reduction in force. At that time he provided a listing of our National Headquarters and Regional Service Center personnel officers who may be contacted regarding employees available for immediate employment.

These two paragraphs from the Director's letter are indicative of the intensive efforts to help find suitable employment for those persons who will be separated in the reduction in force.

Annual Registration Plans Set

The Annual Registration Task Force has completed its planning and has written the Annual Registration Manual which is now in the field. The details have been given to State Directors and others in the six area conferences

on annual registration. More details will soon be made public.

Approximately one month before the date set for annual registration, a nation-wide publicity campaign will be launched to inform the public about the new

registration procedure.

The Director is soliciting the full support and effort of every compensated and uncompensated member of the Selective Service System to make the new registration procedure successful.

ROA Observes General Hershey's Birthday



Director Byron V. Pepitone posed with General Lewis B. Hershey, the Director of Selective Service from July 31, 1941 through February 16, 1970. At the right is Brigadier General Carlton S. Dargusch, a Former Deputy Director, who served with General Hershey from October 24, 1940 through July 16, 1947.

The Lewis B. Hershey Chapter of the Reserve Officers Association of the United States observed General Hershey's 82nd birthday with a party in the General's Honor on September 12, 1975.

The Hershey Chapter of the ROA has members from every state, many of whom are, or have

been, associated with the Selective Service System.

Among the 185 persons who attended the dinner party at the Washington Navy Yard, there were 12 Flag Rank officers who paid their respects to the former Director of Selective Service.

Internal Audit Group Created

The Director has named Colonel John G. Kilgore as manager of the new Office of Internal Audit in National Headquarters.

The office was created on October 1, 1975 to provide an independent internal audit and appraisal of financial, operational, management, and support functions within the Selective Service System. The Internal Audit Group will function independently and will report directly to the Director.

California Service Center now Closed

As part of the reorganization currently being accomplished within the Selective Service System, the Region IX Service Center in Alameda, California went out of existence at the close of business on August 29, 1975.

All functions of the Region IX Service Center were transferred to the Region VIII Service Center in Englewood, Colorado.

LTC Edward G. Pagano is the Administrator for Region VIII.

Presidential Clemency Board Terminated

on September 16, 1975



With the termination of action by the Presidential Clemency Board on September 16, 1975, as a result of Executive Order 11878, I communicated with the State Directors in part as follows:

The transfer of the functions of the Clemency Board to the Department of Justice in no way affects the responsibility of the Selective Service System to continue the highest priority effort in the Reconciliation Service program. Executive Order 11878 dated September 10, 1975, which assigns the Clemency Board activities to the Department of Justice, again emphasizes the responsibility of Selective Service for the alternate service phase of the program. Likewise, in the White House Fact Sheet explaining the effect of the Executive Order, this point is reemphasized: "The Director of Selective Service has the responsibility to find or approve alternate service jobs for those who agree to the conditional provisions and report for assignment."

The enrollment of individuals referred by the Department of Defense and by the United States Attorneys is practically completed, and, with the exception

of isolated instances, almost all these enrollees have been assigned to approved jobs or have demonstrated that they are not sincerely interested in participating. On the other hand, the major impact of enrollment of those individuals who were the responsibility of the Clemency Board is just beginning. Up to the present time only 1,049 individuals from the Clemency Board have been referred to Selective Service. We have been informed that approximately 7,000 more have been recommended for alternate service by the Board. Based on our experience to date, we expect an enrollment of 3,000 to 3,500 of the total 8,000 whose pardon is conditioned on performing alternate service.

When an individual referred by the Clemency Board enrolls, we must assume he is interested in performing alternate service in order to obtain the Presidential pardon which has been promised him. The Clemency Board enrollee has much to gain by completing his alternate service. It is our responsibility to provide him an opportunity to complete his obligation by assigning him to an approvable job.

I know that you are aware that a very high percentage of referrals from the Clemency Board will have short-term obligations. Approximately 40% of the total will be for six months and about the same number will be for three months. Some State Directors have told me that there will be no problem in placements, while others have said that short-term placements are more difficult to accomplish. In any event, it is obvious that we are going to have to act expeditiously in assigning the short-term enrollees to approvable jobs. I am sure you share my concern that we do not contribute to any lack of success in the President's program because of failure to act timely. We must be prepared to place these individuals promptly to insure their attainment of the promised pardon. By the same token, since the pardon is conditional upon alternate service, enrollees should be required to perform that service.

I feel that the Selective Service System has done a creditable job in the Reconciliation Service phase of the President's program, notwithstanding the adverse circumstances of the pre-

sent economy. Since the program started we have made 3, placements. I appreciate your efforts, and those of all Selective Service members, in making the program a success to date. I urge you to continue your efforts to place the remaining enrollment from the Department of Defense and the United States Attorney, and, as promptly as possible, assign all enrollees from the Clemency Board so they can obtain the promised pardons.

The successful completion of this total responsibility assigned to us by the President will continue to reflect credit on the Selective Service System.

Byron V. Pepitone

Early Optional Retirement

The Director issued a general notice of reduction in force to employees in July announcing the reorganization of the System. That notice emphasized that a specific notice would be sent to every employee personally affected by the reorganization before any action would be taken. A specific notice gives full information concerning the action and any rights or benefits related to the action.

The early optional retirement authority referred to in the Director's notice is now in effect until November 30, 1975, in State Headquarters and area offices.

The age and service requirements for early optional retirement are the same as those for discontinued service retirement. Those requirements are 25 years of service at any age, or 50 years of age with 20 years of service.

The special feature of early optional retirement is that an employee may elect to retire even though he or she may not be directly affected by the reduction in force.

An election to retire under the early optional retirement provision is entirely voluntary. Supervisors and managers have been cautioned that no coercion or persuasion of any kind can be applied in counseling employees eligible for early optional retirement.

Estimated retirement annuities, including comparative computations required under a provision of law which guarantees an employee not less than the amount of an annuity computed at the time of the last cost-of-living annuity increase, will be made available to eligible and interested employees upon request.

MRE at Region VIII Service Center

A Mobilization Readiness Exercise (MRE) is scheduled for September 27 and 28 in the Region VIII Service Center in Englewood, Colorado.

Participants will be the Denver Reserve Unit, U. S. Army Detachment 6-9, LTC Edward G. Pagano, LTC Richard J. Whalen, and Mrs. Lois Hupfer all of the

Region VIII Service Center. Representatives from NATO Headquarters will be Colonel Cooper and CPT Joseph Lacroix.

This, like the MREs in State Headquarters, will give the participants the opportunity to function under simulated emergency conditions.

Former New Jersey State Director Dies

Colonel Donald A. MacGrath, 73, the State Director for New Jersey from 1953 through 1965 died July 18, 1975.

Colonel MacGrath served in the U. S. Army during World War II as a battalion and regimental commander with service in Africa, Italy, France and Germany.

His military career began when he enlisted in the New Jersey National Guard in 1920 and ended with his retirement as State Director in 1965.

Colonel and Mrs. MacGrath lived in Delray Beach, Florida, at the time of his death.

Recent Personnel Changes

Among the recent personnel changes at National Headquarters, Regional Service Centers, State Headquarters are:

COL Norman L. Erb from State Director for Arizona to Acting States Procurement and Financial Officer (USP&FO) for the Arizona National Guard on June 1, 1975.

LTC Moir E. Eanes from National Headquarters to Deputy State Director for Tennessee on July 1, 1975.

LTC John C. Akin from National Headquarters to Deputy State Director for Ohio on July 1, 1975 and to Acting State Director on July 21, 1975.

Colonel William J. Dickinson, from Selective Service assignment to duty in Headquarters, United States Marine Corps on July 31, 1975.

Mr. John J. Bajart appointed Acting Administrator for Region III Service Center in Philadelphia Pennsylvania on August 1, 1975.

LTC Ray Bohn from State Director for North Dakota to USP&FO for North Dakota National Guard on August 15, 1975.

Mr. LaClair A. Melhouse appointed State Director for North Dakota on August 17, 1975.

LTC John J. Tarry, formerly of the Office of the General Counsel, more recently of the Office of the

Manpower Administrator retired on September 1, 1975.

Mr. Edwin R. Jones appointed State Director for Arizona on September 15, 1975.

COL Robert C. Clouse from Reconciliation Service Division to Manager, Administrative Services Division on October 1, 1975.

COL David C. Rogers from Manager, Administrative Services Division to Office of Internal Audit on October 1, 1975.

LTC Henry F. Volkmann and Mrs. Emma Jane Odom from Office of the Comptroller to Internal Audit on October 1, 1975.

Payroll Office Still Seeking Addresses

With your help, the Payroll Office has been able to contact many former employees who were due a retroactive pay adjustment for the period of OCT 1, 1972 to JAN 6, 1973. However, there are still 49 employees due such pay. Their names and the states where they lived when the System last had contact with them are listed. If you know any of these people, have them contact:

Computer Service Center - ACCP
Selective Service System
2550 Huntington Avenue
Alexandria, VA 22303

NAME

STATE

Gertrude Alexandria	DC
Michele H. Bricker	DC
Susan J. Malcott	DC
Denyce Norment	DC
Patsy G. Thibodeaux	DC
Maryann Birmingham	VA
Brenda J. Brown	MD
Bonnie A. Martakos	MA
Sally A. Burrows	NJ
Majorie P. Bartlett	NY
Betty J. Horath	NY
Marie P. Binagamam	PA
Rosalind R. Randell (Williams)	PA
Teresa Kreyssig	RI
Helen Parks	NYC
George L. Rodriguez	NYC
Loretta V. Thorp	NYC
Sara L. Cope	CO
Rosalie Keats	IL
Sarah Moehrke	IL
Charlotte A. Hobbs	MI
Margaret Powell	MI
Lois Scheriff	MI
Jo Ellen Schwartz	MO
Angeline M. Bozik	MT
Ann M. Camarata	OH
Sandra A. Snider	OH
Sheryl D. Brown	IL
Gloria J. Hamill	IL
Cynthia N. Lee	IL
Sue Lee Gordon	AZ
Ellen J. Schatz	AZ
Clarice B. Smith	ID
Patricia A. Moore	OR
Mary E. Osborn	OR
Marcia R. Siegle	WA
Jerry C. Atkin	CA
June E. Bub	CA
Denise J. Elstob	CA
Patricia H. Malone	CA
Gloria J. McCune	CA
Lois L. McGregor	CA
Carolyn S. Vasquez	CA
Barbara J. Bennett	CA
Beverly Bruemmer	CA
Diana I. Gerber	CA
Jane S. Morris	CA
Corinne L. Sanders	CA
Maria Tansinin	CA



VETERANS DAY 1975

Annual Registration to Utilize Guard and Reserve Officers

The Director has given top priority to the Reconciliation Service Program and annual registration in the training programs for the approximately 850 Reserve and National Guard officers who are assigned to Selective Service Units and Sections.

Reserve Forces Bulletin No. 550, which sets out guidelines for training during the next six months, spells out the utilization of the Reserve and National Guard officers during their regular training periods and the active duty for training tours. The longer tours will be devoted almost entirely to annual registration.

Because of the diverse needs in each state, the State Director may request that the active duty for training tours, normally a two week period, be split into two separate tours. This will allow the State Directors to make full use of the reservists to train registrars and secure sites prior to the annual registration period, while having these officers available during the week when annual registration is to be accomplished.

Some of the active duty for training tours may be utilized in Reconciliation Service Program assignments, however most of the tours will involve annual registration preparation and accomplishment assignments.

Newsletter Mailing List

Periodically we endeavor to "update" the address lists we use in mailing Selective Service publications to addresses outside the System. Shortly, we will mail an address verification card to all un-compensated employees to whom we are mailing this newsletter.

The Selective Service News, which serves as a medium of information for all Selective Service personnel, is mailed on a complimentary basis to members of the System. The "News" is not direct in any way, but is simply an informal means of communication within the System to keep all

System personnel aware of events and activities that have occurred within certain areas or to other personnel in the System. In the interest of economy and freedom of choice, the use of the address verification card also provides an opportunity for those uncompensated people who do not desire to continue receiving the newsletter to have their decision in the matter recognized and respected. By simply not returning the card, further mailings of the newsletter will be terminated. On the other hand, prompt return of the reply card will assure continued mailings of the Selective Service News.

The District of Columbia Chapter of the American National Red Cross has awarded to the Selective Service System a Certificate of Appreciation for outstanding achievement as a participating group in the Washington Regional Red Cross Blood Program for the year 1974-1975. The participating group composed of employees of the National Headquarters, the District of Columbia Headquarters, and the Computer Service Center, exceeded its annual quota by 25% thereby extending blood coverage to all Washington area Selective Service retirees as well as to the area employees and their dependents.

Accepting the Certificate on behalf of Director Byron V. Pepitone, Mr. William B. Olney, National Headquarters Coordi-

nator for Blood Donors noted through a current reorganization of the blood donor program National Headquarters he anticipates that a greater and more widely distributed contribution can be made in this year and the future.

Mr. Olney stated further that most metropolitan areas have Cross Group Participation Plans available and that any State Headquarters not now participating in a plan may wish to contact the local Red Cross office. Plans, although differing slightly, generally provide for blood coverage to all members of a group and their dependents based on group meeting its quota which is generally 20% to 25% participation.

Former Colorado State Director Dies

Colonel Howard E. "Bill" Reed, 82, the State Director of Colorado from 1943 until his retirement in 1968, died September 7, 1975.

An outstanding college athlete, he became an outstanding high school athletic coach and considered his highest honor the Pioneer Award of the Colorado Sports Hall of Fame. A Junior High School and Athletic Field were named for him in Loveland, Colorado.

Colonel Reed's military career began during World War I in Army Service in France in 1918. He was a member of the National Guard when it was activated in Federal Service in 1940, and appointed State Director of Colorado in 1943. He was elevated to Brigadier General by the Colorado National Guard in 1959.

Colonel Reed was hospitalized in the Fitzsimons Army Medical Center in Denver at the time of his death. He and Mrs. Reed lived in Loveland, Colorado.



Selective

Service NEWS

OCTOBER 1975

NATIONAL HEADQUARTERS

SELECTIVE SERVICE SYSTEM

1724 F STREET, N. W.

WASHINGTON, D. C. 20435

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
SELECTIVE SERVICE SYSTEM



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Use of funds for printing of this publication approved by the Director of the Bureau of the Budget, August 7, 1968.

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Selective Service NEWS

Annual Registration Advertising Planned

Approval has been secured from the Advertising Council, Inc. for a major campaign of public service (free) advertising in all mass media nation-wide to inform the public about Annual Registration.

The Ad Council is a non-profit corporation supported by the mass media. Advertising that includes the Ad Council trademark "logo" has been carefully screened for protection of the

media and the general public.

The networks, television and radio stations, and the nation's newspapers are inundated with requests for free advertising or publicity. Their support of the Ad Council is basically to assure themselves that any advertising material supplied to the media with Ad Council auspices will be in good taste, free from objectional content, and professionally produced.

With Ad Council auspices, a major advertising agency is donating its services to plan and produce the advertising campaign in much the same manner as national commercial businesses plan and produce their advertising campaigns. The finished product will be distributed to the media with the Ad Council "logo" to almost assure excellent coverage by the networks, radio and television sta-

tions, the newspapers and other print media.

The Director has appointed LTC John A. Caron to be the project officer to coordinate the content and production of the campaign.

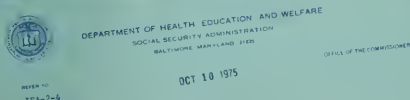
The Selective Service System is indeed fortunate to have secured the approval of the Advertising Council to inform the public about the change in registration procedures.

Job Search Effort Continues

In the last two editions of SELECTIVE SERVICE NEWS we have shared with you the efforts of the Director in seeking jobs with other Government agencies for those persons who will be separated in the reorganization.

Many of the agencies have responded, and have been put in contact with the appropriate personnel officers to help.

The letter, reproduced below, is typical of the responses being received.



Mr. Byron V. Peptone, Director
Selective Service System
1724 F Street, NW
Washington, D.C. 20435

Dear Mr. Peptone:

We will be glad to cooperate with you in trying to assist in placing Selective Service System employees who are being affected by reduction in force.

As the informal procedures we used in 1973 were successful, I suggest that we follow the same plan. At that time, Selective Service System employees were advised to submit their applications for employment to the nearest social security office. The Social Security Administration regional officials are being requested to alert district managers and advise them to give careful consideration to the results because of unfortunately, we cannot be optimistic about the results because of existing restrictions on permanent staff. As the number of permanent positions available is very limited, most recruitment is for temporary positions.

Please be assured that your employees will be given consideration for any available position.

Sincerely yours,

James E. Lardwell
James E. Lardwell
Commissioner of Social Security

Reorganization Date Set

In mid-October, the Director sent letters to each State Director outlining more specific details of the upcoming reorganization within the System.

With the fiscal year 1976 budget agreed to by both the Senate and the House of Representatives, plans can now be made firm with regard to the work force and the number of sites to remain within the Selec-

tive Service System. The budget (see comments by the Director on page 2) for fiscal year 1976 is \$37.5 million.

As a consequence of now having more definite information, the effective date for the reduction in force has been set as January 10, 1976. Some offices will be closed and some employees separated on or shortly before that date.

Ohio Registration Planning Committee



Typical of similar meetings in most states, the Ohio Registration Planning Committee met for the first time in Columbus on August 12, 1975. Seated is Mr. James Saffell, standing left to right are: Ms. Lena Handler, Ms. Elane Griffith, Mr. Glenn R. Bowles (Manager, Operations Division, National Headquarters), Ms. Velma Gray, Mr. Gordon Kinney, Ms. Nina Riley and Ms. Mildred Cochran.

The Fiscal Year 1976 Appropriation

On October 17 President Ford affixed his signature to the appropriations legislation—Public Law 94-116—to provide funds for the operation of the Selective Service System during fiscal year 1976 and the three-month transition period to the new fiscal year which will not commence until October 1, 1976. His signature on this bill provides us with sufficient funds for operating for the remainder of this year in the organizational and operational configuration which has been discussed several times since last January in columns in this paper.

This year's appropriation, unlike the last several years, carries with it the promise of an effort upon the part of the Administration and the Congress to consider, together, what the nation believes to be a reasonable expenditure for the maintenance of the machinery required to mobilize the manpower of this country in times of emergency. I say this appropriation holds a promise that this joint review and judgment will be made because the Appropriations Committees, as they considered the appropriation bill and ultimately passed it, recommended strongly that the principal legislative committees having oversight responsibility for

Selective Service review in detail the level of activity and operation planned for the Selective Service System before the Administration asks the Congress for funds for fiscal year 1977.

Selective Service, as most of its members already know, is an agency in the sphere of interest of the Armed Services Committees of both Houses of Congress. It will be the Armed Services Committees who will act upon the recommendation of the Appropriations Committees and who will perform this review of our proposed level of activity for FY 77 before the fiscal year 1977 funding plans are acted upon by the Congress.

In a discussion of this matter with Chairman Price of the House Armed Services Committee earlier this month, he indicated to me that he felt the recommendation of the Appropriations Committees, in recommending this review, was indeed a good recommendation. I share the view of Chairman Price in this regard and believe that it is timely for the Congress and the Administration to review and to agree upon the level of activity which is considered essential for the Selective Service System as it continues to operate during this period of no inductions and the manning of the armed forces

by volunteer methods.

You will recall, in an earlier column, that I commented upon remarks by Senator Stennis, the Chairman of the Senate Armed Services Committee, when in September 1973 he indicated that before major change is considered in the Military Selective Act, if any, two full years should pass after the commencement of the experiment to man the armed forces of the United States on an all-volunteer basis. This two years has passed, and, as you also know, the armed forces of the United States are being maintained with adequate qualified personnel as a result of the all-volunteer effort and the efforts of the Department of Defense to make the military service more attractive to the young men and women of this country.

I know that both the uncompensated and compensated members of the System will welcome, as I do, a complete and objective review of the requirements for the continued operation of the System to include the many innovations, operationally, which have been instituted in the last several years. Our efforts, which I described to you in an earlier column for an Emergency Military Manpower Procurement



System, as well as our efforts with regard to the forthcoming annual registration procedure should all, at the time of legislative committee review, be thoroughly considered and commented upon by all who have views they desire to express. I hope we shall see an evaluation of the effectiveness and desirability of continuing to perform these functions as a result of the Armed Services Committee actions. I know you will join me in welcoming a hard and searching look by a concerned and interested group of people on this most important activity and its role in the nation's defense responsibilities.

Byron V. Pepito

Lieutenant Sandra Peavy Joins Mississippi Guard Section



Left to right are MG E. A. Beby Turnage, the Mississippi Adjutant General; 1LT Sandra Peavy; and COL Edgar Rapp, the Commanding Officer of the Mississippi Guard Selective Service Section. 1LT Peavy is the first woman officer in the Section. Her husband, CPT Earl Peavy is also a member of the Mississippi Army National Guard.

Prominent Reservist Dies

A former Selective Service Reserve Officer in Virginia, retired LTC Joseph A. Moses, died September 9, 1975.

An outstanding military career came to an end for LTC Moses when he retired from the Army Reserve as a member of the Virginia Selective Service Unit in 1972.

He participated in combat in Europe during World War II in Germany, Normandy, Ardennes, Northern France, Belgium, and the Rhineland. He was a sergeant as the Battle of the Bulge began and a Second Lieutenant when it ended—having been awarded a battlefield commission. His Gold Bars were pinned on his uniform by General George S. Patton. In addition to the Combat Infantry Badge, LTC Moses was awarded 6 Purple Heart Medals, 2 Silver Stars and 2 Bronze Stars. The French

Fourragères and the Belgian Fourragères, normally awarded only to outstanding military units, were awarded individually to LTC Moses.

Virginia's most highly decorated soldier of World War II, was the 13th most highly decorated soldier in the nation.

His death at age 55 followed a massive heart attack.

Survivors include his wife and three children.



Reconciliation Service Report

The Reconciliation Service Program continues to be a vital part of the daily activity at National Headquarters and in State Headquarters offices throughout the System.

Not only a limited number of the employees from the Department of Defense and from the U. S. Armies have been processed, but a few states still have a considerable amount of work to do in these two areas. All states are continuing to monitor the employees who are at work. A total of 3,372 placements made through mid-October is real evidence of the effort being made throughout the System, particularly in view of the unemployment rates in many parts of the country.

Mr. Byron V. Pepitone, the Director, notes that the most important question within the System is the Reconciliation Service Program is: "How many more referrals will we receive from the states taken by the Presidential Clemency Board?" Mr. Pepitone, in the Office of the Pardon Attorney of the Department of Justice, has indicated that all individuals who were assigned alternate service by the Presidential Clemency Board will have their cases reviewed by the President and will be notified by the end of November. The Director

said as soon as the individual applicants have been notified, State Directors will be advised so that job opportunities can be developed.

Apparently, some people within the System believed that the termination of the Presidential Clemency Board by President Ford on September 15, 1975 signaled the end of referrals from the Board, if not the end of the entire program. On the contrary, the President assigned the responsibilities relating to activities of the Presidential Clemency Board to the Attorney General effective September 16, 1975. The Attorney General has delegated this activity to the Office of the Pardon Attorney of the Department of Justice.

The Pardon Attorney, Mr. Lawrence M. Traylor, has assumed direct responsibility for the Clemency Board residual activity and is expediting all reports to the President.

Another of the pertinent questions that arises is: "How many months will these Clemency Board referrals have to perform?" Mr. John W. Barber, Manager of the Reconciliation Service Division in National Headquarters said: "We can expect approximately 75% of the individuals to have alternate service assignments of 6 months

or less to qualify for a full Presidential Pardon".

The Director has approved a significant policy change establishing equivalent-time performance of alternate service on a schedule of at least 20 hours per week for enrollees with an alternate service obligation. Enrollees may request assignment to a job on an equivalent-time schedule when they agree to fulfill their obligation by working for a longer period of months. This special consideration is being extended to those enrollees with short-term obligations so they will not be required to jeopardize their regular jobs for the 3 to 6 months alternate service to earn their Presidential Pardons. Many enrollees will now be able to fulfill their obligations by performing volunteer or compensated

alternate service on an equivalent-time schedule while continuing their regular non-approvable employment.

Mr. Pepitone observed: "More than 150 enrollees have completed their periods of assigned alternate service. A few of those who completed their obligations worked on an alternate service job for a full year while earning reentry to their country, their community, and their family."

Commenting on the aspects of Reconciliation Service Program, the Director said: "The Program is gratifying. I would like to share the many complimentary reports I receive concerning the fine work performance of our enrollees, many of whom are continuing to work for their employers even after completion of their alternate service job assignments."

Named to Kansas Sports Hall of Fame

A Selective Service Reserve Officer in the Dallas, Texas Reserve Unit—Flight "L", 2273rd Selective Service Squadron—has been named to the Kansas Sports Hall of Fame.

Colonel Walter Thane Baker is a native of Elkhart, Kansas. In 1949 he struggled to place sixth in the 100 yard dash in the Kansas Class B State Track Meet. Three years later, he won his first Silver Medal at the Olympics in Helsinki, Finland.

As a freshman at Kansas State University, young Baker's speed came to the attention of then KSU Track Coach Ward Haylett whose encouragement and coaching moulded the fledgling speedster into an Olympic Star. As a freshman he couldn't compete on the KSU varsity team, but did compete in the AAU meets winning the Missouri Valley AAU Championship in the 100 yard dash. Later, on the KSU varsity team, he is the only sprinter in the history of the Big Six of Big Seven Conferences to win both the 100 and 220 yard dashes for three consecutive years. He holds the conference record in those events in addition to the 440. In fact, he scored more points in the NCAA competition than any other Kansas State University athlete in history.

After winning his Silver Medal at the Olympics in Helsinki in 1952, COL Baker won a Gold Medal as a member of the winning American 400 meter relay team at the 1956 Olympics

in Melbourne, Australia, where he also won another Silver Medal in the 100 meter and a Bronze Medal in the 200 meter race.

At one time, COL Baker held the world indoor record of 29.4 seconds for the 300 yard dash.

In civilian life, COL Baker works in Research and Development for Mobil Oil. He is Commanding Officer of the Dallas Reserve Unit, and even now continues to compete in masters track events.

Additional Names

In addition to the list in the October newsletter, the following former System employees are still due back pay. Checks mailed to them have been returned. The state listed was their last known location.

NAME	STATE
Beth C. Humphrey	CA
Carolyn J. McCullen	CA
Cheryl L. Hill	IL
Deborah Ketcham	IL
Jean M. Lincoln	IL
Katheryn Mills	IL
Berniece F. Miner	MI
Joe N. Collins	OH
Steven R. Bodemann	VA
Sheila T. Green	WY

If you know how to contact any of these people, ask them to send their current mailing address to:

Computer Service Center - ACCP
Selective Service System
2550 Huntington Avenue
Alexandria, VA 22303

Index-EMMPS Conference



At the closing session of the INDEX-EMMPS conference in Washington October 15 through 17, 1975, the above panel fielded questions from the conferees. The panel members made up the majority for the conference. They are, left to right, (standing) COL Norman A. Hawkinson, National Headquarters; Ms. Dorothy Alvey, National Headquarters; Ms. "Judy" Dixon, Texas State Headquarters; Mr. Frank Sayer, Kentucky State Headquarters; Mr. Sam Olney, National Headquarters; Mr. Peter Straub, National Headquarters; LTC Douglas Anderson, Jr., National Headquarters; and Richard Thomas, National Headquarters; and LTC Elmer Olson, Iowa State Headquarters.

INDEX-EMMPS is the exercise within the System testing the Agency Military Manpower Procurement System. Twenty states participating in the test exercise and attended the INDEX-EMMPS conference for a briefing on the test.

COL Norman A. Hawkinson, Manager, Operational Programs Branch of the Operations Division in National Headquarters is in charge of INDEX-EMMPS and supervised the preparation of material presented at the conference.

A prototype Regional Service Center Mobilization Readiness Exercise (MRE) was conducted in the Region VIII Service Center September 27 and 28, 1975 by the Denver Reserve Unit, U. S. Army Detachment 6-9. The exercise was written by LTC Edward G. Pagano, the Region VIII Service Center Administrator, and his staff. It covered the Personnel and Accounting functions of the Service Center. Later, Service Center MREs will be conducted in Philadelphia, Pennsylvania and Atlanta, Georgia.

Colonel Pagano said, after the MRE had been completed: "There is no doubt that in the event of a national emergency, these officers are fully qualified to perform their mobilization assignments."

The evaluators of the MRE, in addition to Colonel Pagano, were LTC Richard J. Whalen, Mrs. Lois Hupfer, Mrs. Lucille Hager, Mr. Harry Hastings, and Mr. Herman Hattaway. National Headquarters observers were Colonel Carl Cooper and CPT Joseph J. Lacroix.

The concept of MRE training was established in the System in late 1973 by the Director to determine the training level and reaction capability of the Selective Service Reserve forces. To date, all reserve officers have participated in MREs, with some units involved in as many as three exercises. In each MRE, the situation is assumed to be a national emergency with a full

military mobilization. During the MRE, each officer is required to function effectively in his mobilization assignment.

After participating in the MREs, the officers have had high praise for this type of training. Unit Commander LTC Bruce A. Poulsen of Flight Q in St. Paul, Minnesota said: "The MRE was an exceptionally well designed and useful training exercise."

Mr. Roderick L. Lippert, the Deputy State Director for Wisconsin said in his action report: "From our observations of the exercise and the reactions expressed by the officers, we believe this to be one of the most realistic and practical training exercises in almost twenty years for our reserve officers."

MG George B. Bennett, the State Director for Idaho said: "This was valuable. . . to coordinate staff action. In fact the MRE assignments are the best training techniques yet developed to prepare officers for running a State Headquarters."

Mr. Fred Palomba, the State Director for Connecticut said: "It is the opinion of all who participated that the MRE is one of the most valuable training tools available."

These kinds of comments are not at all uncommon since the first field test of the MREs was conducted in Texas in August 1974.

A new MRE in 1976 will be a requirement for each Reserve Unit and Guard Section. The planning is underway, with a target release date of April 1976 for the new MRE.

During the current deepening standby status of the System, the Director considers the MRE training concept one of the best ways to maintain the Selective Service Reserve Forces at a peak training level. In the event a national emergency made necessary the full-time active duty assignment of each Reserve and National Guard Officer in the program, this training would have added significance.



Mr. E. Ray Jones was appointed State Director for Arizona effective September 15, 1975.

A native of Indianapolis, Indiana; he graduated from school there before joining Army Air Corps in 1942. He attended Washington State College and the University of Arizona. After ten years of active duty in the Air Force Mr. Jones was employed by Grand Central Aircraft Corporation in Tulsa in 1952-53, then began a 22 year career with Hughes Aircraft Company in 1953, which was completed prior to his appointment as State Director for Arizona in September.

Second Notice -- Newsletter Mailing List

Last month the newsletter included an article about "updating" the mailing list of all uncompensated employees of the System for SELECTIVE SERVICE NEWS.

The address verification cards have been mailed to all uncompensated personnel.

If your reply card is not returned, your mailing of the newsletter will soon cease.

To continue receiving the newsletter, please return the reply-half of the card, which is pre-addressed and may be mailed postage free.



Selective

Service NEWS

NOVEMBER 1975

NATIONAL HEADQUARTERS

SELECTIVE SERVICE SYSTEM
1724 F STREET, N. W.
WASHINGTON, D. C. 20435

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
SELECTIVE SERVICE SYSTEM



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This monthly bulletin is a medium of information between National Headquarters and other components of the Selective Service System as well as the general public. However, nothing contained herein may be accepted as modifying or enlarging provisions of the Military Selective Service Act, or any other acts of Congress.

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Selective Service NEWS

FROM THE DIRECTOR

DOCUMENTS DEPARTMENT
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New Deputy Director

Season's Greetings

This is the season when days
begin to lengthen, when burning
embers banish darkness, and when
the New Year holds promises for
every person. Each one wonders
what the New Year will bring—
for himself—for his country—for
the people.

I greet you, members of the
Selective Service family, at the
beginning of the year with gratitude
for every past contribution that
you have made to the System
and to the nation. My personal
hope is that happiness may be on
your threshold throughout this
holiday season. My genuine hope
is that your days will be filled with
many satisfactions, old friend-
ships, and lasting peace.

Byron V. Pepitone



Medal of Honor Society President



Mr. Carlos Ogden, the State
Director for California, was

elected National President of the
Congressional Medal of Honor
Society at the biannual meeting of
the Society in Lakeland, Florida
in November.

Mr. Ogden served in the United
States Army from 1941 to 1947.
He entered the Army as a private
and was released from active duty
as a Major. Among his many
decorations is the nation's
highest, the Congressional Medal
of Honor, and the Croix de
Guerre with a Silver Star.

Before his appointment as State
Director for California, Mr.
Ogden was Contact Representa-
tive for the Veterans Administra-
tion and Manager of the Greater
San Jose (California) Chamber of
Commerce. He was named State
Director in August of 1967.



Mr. John H. Stender has been
appointed Deputy Director of
Selective Service effective Novem-
ber 12, 1975.

A native of Ismay, (Custer
County) Montana, he was gradu-
ated from High School there and
attended Billings Polytechnic In-
stitute, now known as Rocky
Mountain College. For 30 years,
Mr. Stender and his family lived
in Auburn, Washington. For
more than 30 years, he has been a
member of the International
Brotherhood of Boilermakers,
Iron Shipbuilders, Blacksmiths,
Forgers and Helpers, AFL-CIO.
He was elected and assumed the
full-time administrative position
of Business Manager and Secre-
tary of the Boilermakers Welders'
Local 541 at Seattle, Washington
on January 1, 1946. He served 12
years in that position. In January,
1958 Mr. Stender became Inter-
national Vice President of the
International Brotherhood of
Boilermakers, Iron Shipbuilders,
Blacksmiths, Forgers and
Helpers, AFL-CIO, Northwest
section, comprised of the states of
Washington, Oregon, Idaho,
Wyoming, Montana and Alaska.
Simultaneously he became a
member of the Boilermakers Na-
tional Executive Council. He or-
ganized the Northwest Metal
Crafts Trust Fund, a health and

welfare program that has covered
thousands of industrial workers in
most shop trades in the northwest
United States, serving as chair-
man of their Board of Trustees for
over ten years.

In 1959, Mr. Stender was ap-
pointed by President Eisenhower
to the Percy Committee on Pro-
grams and Progress. In 1960 he
was the 7th District (State of
Washington) Republican Con-
gressional candidate, losing by
only 139 votes out of 200,000 votes
cast. He was elected to the Wash-
ington State Senate in 1962, and
served three four-year terms.

Mr. Stender was appointed an
Assistant Secretary for the Occu-
pational Safety and Health
Administration of the United
States Department of Labor in
March, 1973. He has served in
that office until his appointment
as Deputy Director of Selective
Service.

During the weeks just before
his appointment became official,
Mr. Stender has visited in the Na-
tional Headquarters for briefings
and orientation in his new assign-
ment. He has also attended
several meetings with System
personnel prior to his official
appointment date.

Mr. and Mrs. Stender have
four grown children and currently
reside in Arlington, Virginia.



Colonel Taylor L. Davidson, State Director for Kentucky, presented the Selective Service Exceptional Service Award (Silver Medal) to Miss Billie Corbin at her retirement on October 10, 1975.

Miss Billie M. Corbin retired from employment by the Selective Service System on October 10, 1975. Her first task with the System was to set up the local board office in Owingsville, Kentucky in 1940. Her employment began as a local board clerk in 1940 and ended as an Operations Staff Officer in the Kentucky State Headquarters. Her only break in

service was a brief break during the System's hiatus in 1947-48.

On behalf of Director Byron V. Pepitone, the State Director for Kentucky, Colonel Taylor L. Davidson, presented Miss Corbin the Silver Medal, the System's Exceptional Service Award. The presentation was made at her retirement party on October 10, 1975.



COL Delmore E. John, USAF (RET), was appointed State Director for Utah effective October 23, 1975. He had served in the Utah State Headquarters since 1969 and retired from active duty in the Air Force in 1974.

COL John's first association with Selective Service was in the

Utah Reserve Unit, which commanded before reporting active duty in the California State Headquarters in 1965.

A native of Cheyenne, Wyoming, he settled in Utah following military service in World War II. After four years in the California State Headquarters, he transferred to the Utah State Headquarters where he has served as Deputy State Director and more recently as Acting State Director before being appointed to his present position by Governor Calvin L. Rampton.

His military career began when he enlisted in the Army Air Corps as a flying cadet in 1941. He was commissioned in 1942 and served in Panama and later in the European Theater as a combat fighter pilot. While stationed in Panama, he was one of the officers who organized and trained the first Brazilian Fighter Squadron. Among his military awards are the Air Medal, Brazilian Air Force Wings, and the U.S. Air Force Legion of Merit.

Mr. John is married and has two children.

Season's Greetings



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Service NEWS

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Selective Service NEWS

Tribute to Board Members

On November 25, 1975 the late Director for New Hampshire, Mr. William P. Stenbender wrote and published, within his state, a tribute to local board members.

That tribute is reproduced here that it may be shared by all who have served their nation as volunteer board members.

Today's local boards may be likened to the 1770's Committees of Safety in their work in registering the Minute Men of '76 in 1976, that is.

Sometimes called the Committees of Correspondence, these patriots met regularly in the search for freedom, and served as central points for exchange of information in the early Colonies. Through them were hostile troop

movements monitored and the early warnings of the maneuvers in Lexington and Concord were known through their "correspondence".

The situation now is different in that there is still the need for vigilance, the eternal price of freedom, but the main effort must be directed toward the listing of those young men who will serve as the reserve bulwark in case of a national emergency. The men who are 18 in 1975 may well be thought of as the Minute Men of 1976.

The Nation's future may depend on them. Local Board members should be proud of their major part in maintaining the defensive strength, so needed in a strange world!!

Illinois FEA Awards to System Employees



Major Donald E. Keil and Miss Beverly J. Bietsch of the Illinois State Headquarters receive Federal Executive Association employee of the year awards from Springfield, Illinois Mayor William Telford.

A singular honor for the Selective Service System was the result of awards given to two system employees by the Springfield, Illinois Federal Executive Association (FEA).

Major Donald L. Keil, of the State Headquarters Staff, was named Federal Supervisory em-

ployee of the year and Miss Beverly J. Bietsch was named Federal Employee of the year.

Miss Bietsch is the secretary to the State Director and Major Keil is the Reconciliation Service Officer for the Illinois State Headquarters.

Medical Advisory Committee Meeting



Members of the Selective Service System Advisory Committee on the Selection of Physicians, Dentists and Allied Specialists posed with the Director during the noon break in their December 5, 1975 meeting in Washington, D.C. The doctors are: (left to right) James E. Fitzgerald, M.D.; Kirk L. Hilliard, Jr., D.O.; Committee Chairman August H. Groeschel, M.D.; David B. Wilson, M.D.; Director Byron V. Pepitone; Richard P. Schmidt, M.D.; and Joseph R. Salcetti, D.D.S. Dr. Charles A. Rockwood, Jr., M.D. was not present at the meeting.

A meeting of the Selective Service System Advisory Committee on the Selection of Physicians, Dentists and Allied Specialists was held in Washington on December 5, 1975.

Dr. Joseph R. Salcetti, DDS, of Washington, D.C. was sworn in as a new member of the committee.

In addition to the six committee members present, Director Byron V. Pepitone, Operations Division Manager Glenn R. Bowles, and Mr. William B. Olney of the Operations Division also attended as representatives of National

Headquarters. There were also nine observers from various interested organizations in attendance.

The primary purpose of the December 5, 1975 meeting was to finalize the language and intent of a proposed "Doctors' Draft" amendment to the Military Selective Service Act, designed for implementation in the event of a national emergency. The Committee had previously provided the Director of Selective Service with ten recommendations concerning this proposed legislation.

Early Optional Retirement Authorized

Responding to the request of Selective Service Director Byron V. Pepitone, the Civil Service Commission has extended the period during which "Early Optional" retirements are authorized. Voluntary retirements are now authorized for all eligible Selective Service employees through September 30, 1976.

This is similar to the authority granted during the reduction in force in 1974 and means that any Selective Service employee who meets the criteria for discontinued service retirement is allowed to voluntarily retire, whether or not his or her individual position is abolished.

The authority has been granted by the Civil Service Commission with the understanding that the

Selective Service System will utilize, to the maximum extent feasible, vacancies created by optional retirements in order to retain employees who otherwise would be adversely affected.

Every employee who applies for retirement under this authority must do so on a purely voluntary basis. As in the past when this authority has been granted, the Director has again advised all managers and supervisors to be most careful that no hint of coercion is exercised when eligible employees are counseled. Employees eligible for any type of retirement, including discontinued service or early optional retirement, are not eligible for severance pay.

The Future

Report

The holiday season has, almost from time immemorial, been identified as "the season to be jolly." However, to us in the Selective Service System, the recent past holiday season has been characterized as "the season for rumors." Rumors certainly ran the gamut from "there will be no Selective Service System come fiscal year 1977" to "there will be a System but under the aegis of another Federal agency" to "there will be a Selective Service System but more austere than heretofore," and, yes, there was even the rumor that there would be a full-fledged Selective Service System including registration, classification, and even some thoughts of induction.

By the time you receive this newspaper the President will have delivered his budget message to the Congress, and you will probably be aware of what the future holds for us. However, at the time of this writing, I was not at liberty to divulge the President's budget decision. Instead, I announced by the following letter to each State Director that we would meet in conference in New Orleans on January 22 and 23, 1976, and discuss our plans for fiscal year 1977.

Dear _____,

It is anticipated that the President will present his budget to the Congress during the week of January 19, 1976. Further information indicates that in early February 1976 Mr. Price, Chairman of the House Committee on Armed Services, will conduct hearings to review our program and future plans as a basis for funding beyond fiscal year 1976. A copy of his letter to me concerning these hearings is attached.

I think that it would be wise for us to get together to discuss plans for the future of the Selective Service System. However, acknowledging my responsibility to protect the confidentiality of the President's decisions until he has submitted his budget message to the Congress, I have concluded that the most opportune time for us to meet will be between the President's budget message and the House Armed Services Committee hearings. On this basis I have selected January

22 and 23, 1976 as the dates for a State Directors' conference.

This conference will be my first opportunity to honor the commitment I made to you in my letter of November 28, 1975 to provide you with my concept of Selective Service for the balance of fiscal year 1976, through fiscal year 1977 (transition), and the mission function and organization for fiscal year 1977.

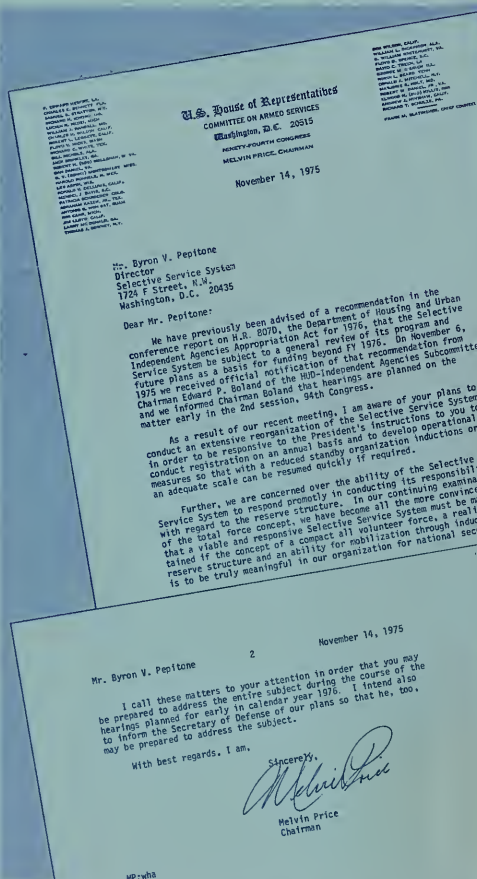
I invite you to submit to me any subject matter that you feel we should cover at the conference.

* * *

As more specific details are developed they will be communicated to you.

Sincerely
BVP

(attachment)



At this writing I anticipate that our next issue of this newspaper will be distributed early in March 1976. At that time I hope to be able to unveil for all our readers what the Selective Service Sys-

tem will look like and what its mission and functions will be for fiscal year 1977.

Byron V. Peptone

The test exercise INDE EMMPs was conducted during November 1975 in 20 selected states. Its purpose was to test procedures, forms, computer programs and equipment associated with the Emergency Military Manpower Procurement System (EMMPs). EMMPs was developed to increase the ability of the Selective Service System to react promptly, from a standstill posture, should induction authority be renewed in the event of national emergency.

EMMPs introduced several new concepts including computer printed induction orders mailed directly to registrants and suspension of classification action until registrants are reached for induction. Computer input has been reduced to two documents - "turn-around" form printed on the computer, mailed to area offices for data to be entered in pencil mark, and then returned to the computer to update the data in the Registrant Information Bank (RIB) and the other is a multitask multipurpose form to be completed on an OCR typewriter. Some of the "new" procedures (periodic registration and combining Armed Forces examination and induction) are a return to old procedures used successfully in past years. Establishing a Selective Service liaison office in each AFEES is based on the limited application of a similar procedure in the past.

In order to test all program the test exercise was "set" in a hypothetical situation in which inductions were normal, and the test inductions were those for one month call and for rescheduled and reordered registrants.

Participants included personnel in the 20 selected State Headquarters and in the 68 selected area offices, 412 local boards, 14 Selective Service National Guard and Reserve officers enacting the role of registrants and System personnel enacting the role of liaison representatives for 30 AFEES. A special data base was established in RIB consisting of 12,000 fictitious names, addresses, dates of birth, and RSNs.

For the test, National Headquarters simulated receipt of an induction call from DOD, the Director established an RSN cutoff, and induction orders were

(continued next page)

ed for registrants who had
members within the induction
age. Induction orders were
nted by the computer and
iled to the role-playing
istrants, informing them that
y had been selected for induc-
n, that examination would be a
t of induction processing, and
t claims for deferment of
postponement could now be made
de. The computer-printed
ulated induction forms
luded the AFEES address, the
orting date and time, and the
ress of the area office serving
registrant's local board. Infor-
ation was included about defer-
nts and postponements. The
resses of other area offices and
FEES were also included.
ims for deferment and request
postponement were built into
test. Area offices, State Head-
arters, and AFEES representa-
es took action on registrant
ses, and RIB output reports
re analyzed by area office and
te Headquarters personnel to
termine the accuracy of up-
ted RIB data. Comments on all
pects of EMMPS were solicited.
The thoughtful comments from
field together with the obser-
ations of Operations Divisions
d Computer Service Center

personnel who continuously
monitored the test exercise have
resulted in a number of beneficial
enhancements to the program.
The cooperation of the personnel
involved in INDEX-EMMPS
made possible a practical test of
EMMPS procedures to "de-bug"
the computer programs and to
obtain helpful suggestions.

"The consensus is the EMMPS is
a workable system which will
drastically reduce the routine
workload in registrant processing.

Atlanta Service Center Closed

Effective at the close of busi-
ness on January 17, 1975 the
Region IV Service Center in
Atlanta, Georgia was closed.

Services provided by the
Atlanta Service Center are now
being performed by the Service
Centers in Philadelphia, Penn-
sylvania and Denver, (Englewood)
Colorado.

Personnel office telephone
numbers at these Service Centers
are: Philadelphia: 215/597-3945
and Denver: 303/234-2253.

*Real frustration is when you
have ulcers and still aren't a
success.*

Deputy attends Board Meeting



Left to Right: LeRoy Rupert, Robert Shriver, Board Chairman Wayne Tetrault, Deputy Director John Stender, Joe Pieretti, and Robert Berger. Seated are Nevada State Director Addison Millard and Executive Secretary Barbara Thames of Area Office No. 3 in Carson City.

On November 19, 1975 the
newly appointed Deputy Director,
John Stender, attended a
meeting of Local Board No. 13 in
Carson City, Nevada.
Due to the fact that all local
boards are now in a standby
status, this may well have been
Stender's last opportunity to
attend a regularly scheduled local

board meeting under current
procedures.

State Director Addison Millard
noted that the previous regular
meeting of Local Board No. 13
had been in May, 1975 when the
board considered 64 classification
actions. At the November 19th
meeting, the board considered
only one classification action.

New OSS Chief



LTC John A. Caron was
appointed Chief, Office of Special
Studies effective January 5, 1975.
His most recent assignment in the
Operations Division at National
Headquarters was Manager of the
Registrant Services Branch. Prior
to that, Colonel Caron had been
deputy Division manager.

After joining the Army in early
1942, Colonel Caron was commis-
sioned in February 1943. During
World War II he served in
Headquarters, North African
Theatre of Operations, in Sicily,
in Italy, and toward the end of the
War in the Pacific Theatre of
Operations. Separated from ac-
tive duty in April 1946, he
returned to his home in North
Dakota and attended North
Dakota State College. Recalled to
active duty during the Korean
Conflict, he served in the 2nd and
47th Infantry Divisions in Korea.
He was again separated from
active duty in January 1954.

His civilian employment was as
a personnel supervisor with Gen-
eral Motors in Fargo, North
Dakota.

On January 1, 1967 Colonel
Caron was recalled to active duty
and assigned to the Operations
(then Manpower) Division at
National Headquarters of Selec-
tive Service. He has served in
several key positions in Opera-
tions during his nine years at
National Headquarters.

Planning is the primary func-
tion of the Office of Special
Studies in these days of the ever
deepening standby status of the
System. Colonel Caron brings a
knowledgeable background of
Selective Service "know-how" to
his new assignment.

Captain Gordon K.
Meriwether, the former Special
Studies Chief has been assigned to
duty with the Navy Department.



On October 1, 1975 the Direc-
tor created the Office of Internal
Audit and appointed Colonel
John G. Kilgore as Chief.

Colonel Kilgore is a native of
Columbus, Ohio. He holds a
Bachelor of Science degree in
Accounting from Ohio State
University and has also attended
the University of Kentucky and
the University of Grenoble,
France.

His military career includes
service in the 101st Airborne
Division in Europe during World
War II. He served in the Field
Artillery with station at Fort Sill,
Oklahoma during the Korean
Conflict. He was a member of the
Ohio Army National Guard from
1953 through 1965 when he
reported for active duty with
Selective Service, serving five
years in the Ohio State Headquar-
ters and five years with National
Headquarters in the Office of the
Comptroller. Among his military
decorations are the Bronze Star,
Distinguished Unit Badge,
Belgian Fourragere and various
campaign medals and stars.

In civilian life, Colonel Kilgore
operated a private accounting
firm in Lima, Ohio. He has
worked several years in regulatory
auditing and in cost accounting
for industry.

The Director created the Office
of Internal Audit to provide an
independent internal audit and
appraisal of financial, operation-
al, management, and support
functions within the Selective
Service System.

Other members of the Internal
Audit staff are COL David C.
Rogers, LTC Henry F. Volkmann,
LTC Richard J. Whalen, and Mrs.
Emma J. Odom.

*Coffee break is the time of day
when men get together and talk
about being so busy they
shouldn't take a coffee break.*



Mr. Joseph L. Vicites

Mr. Joseph L. Vicites was appointed State Director for Pennsylvania effective January 4, 1975.

A native of Uniontown, Mr. Vicites has been active in civic and community affairs throughout his life.

During World War II he served in the Army in an anti-aircraft artillery unit attached to the 84th Division "from Normandy to the Elbe." Following his military service, Mr. Vicites became active in veterans affairs, being appointed by the governor of Pennsylvania to the Pennsylvania Veterans Commission.

Highly active in the Veterans of Foreign Wars, Mr. Vicites progressed from offices in VFW Post

47, Uniontown, Pennsylvania through district and state levels, serving as Pennsylvania Department Commander in 1965-66. His VFW activities entered the national level in 1966. He has served the VFW on the national level as Junior and Senior Vice Commander-in-Chief and during the 1971-72 term was Commander-in-Chief.

He maintains membership in innumerable civic organizations in addition to the American Legion and Amvets, still finding time to be a lieutenant colonel in the Civil Air Patrol in Pennsylvania.

He has been Clerk of Courts in Fayette County, Pennsylvania prior to his appointment as State Director.



Mr. William H. Hogan

Mr. William H. Hogan was appointed State Director for Louisiana effective November 12, 1975.

An ROTC Cadet at Louisiana State University, he was graduated and commissioned in 1942. He served on active duty in the Army during World War II as a Platoon Leader, Company Commander and Battalion Staff Officer. After WW II he joined the Louisiana National Guard and has maintained active membership continuously, having attained the rank of Colonel. He had been a member of the Adjutant General's Staff and was employed at the Director of Facilities and Engineering, Military Department, State of Louisiana prior to his appointment as State Director. Mr. Hogan is past president of the Louisiana National Guard Association.

ana prior to his appointment as State Director. Mr. Hogan is past president of the Louisiana National Guard Association. A native of Laurel, Mississippi, he and Mrs. Hogan make their home in New Roads, Louisiana. Following the retirement of Thomas Bonner as State Director, Mr. James T. Hunt served as Acting State Director prior to Hogan's appointment on November 12, 1975.

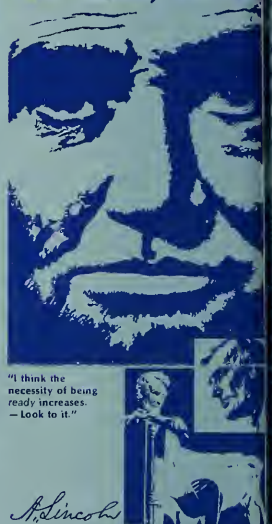
CAN AMERICA SURVIVE?

"It is a gloomy moment in the history of our country. Not in the lifetime of most men has there been so much grave and deep apprehension; never has the future seemed so incalculable as at this time. The domestic economic situation is in chaos. Our dollar is weak throughout the world. Prices are so high as to be utterly impossible.

The political cauldron seethes and bubbles with uncertainty. Russia hangs as usual, like a cloud, dark and silent, upon the horizon. It is a solemn moment. Of our troubles no man can see the end."

The above was not written in 1975. It was published in Harper's Weekly in October, 1857.

Remember Feb. 12th THE TALL, SAD MAN



Selective

Service NEWS

JANUARY/FEBRUARY 1976

NATIONAL HEADQUARTERS

SELECTIVE SERVICE SYSTEM
1724 F STREET, N. W.
WASHINGTON, D. C. 20435

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Selective Service NEWS

The Selective Service System in the Forseeable Future

FROM THE DIRECTOR

Interview

Last month I indicated in my regular column that I would explain to all of our readers the future of the Selective Service System and its "deep standby" mission and functions, which we would begin in fiscal year 1977.

On January 22 and 23, I discussed all of these matters and the System's present status at a meeting of the State Directors in New Orleans, Louisiana. I shall share with you portions of that meeting and other recent events and plans.

Several proposals for the future of the Selective Service System were considered during the latter part of calendar year 1975. One of these proposals would have disestablished the System completely. The management of the Reconciliation Service Program could have been assigned to another Federal agency. Under this concept, all planning for the procurement through conscription of military manpower in the event of a future emergency would have been assigned to the Department of Defense.

The President's decision, upon which his budget recommendations for fiscal year 1977 were based, includes continuing the Selective Service System as an independent Federal agency to become the nucleus of the draft machinery in the event of a future emergency. The continued management and supervision of the Reconciliation Service Program will remain with the Selective Service System.

In the formulation of the fiscal year 1977 budget proposals, many recommendations were considered to insure that the nation could mobilize sufficient manpower to meet its national security needs. The Administration is committed to maintaining programs in a state of readiness sufficient to preclude any personnel shortfalls in the event of an armed conflict. The fiscal year 1977 budget is designed to assure that adequate peacetime funding is provided to sustain the required planning capability at minimum cost.

The nucleus to be maintained is designed to be capable of expanding the agency size in time of need to the level which existed in 1974. The expanded organization which is planned will be the type of "grass-roots" organization that has functioned so efficiently since 1948 and before that during World War II. The principal change will be the reliance on modern cost-effective business methods and procedures which we intend to apply to the time-proven and successful local board organization structure.

The President's budget recommendation for the Selective Service System in fiscal year 1977 is \$6.8 million. This recommendation and the organization it will support is designed to meet the Department of Defense requirement for draftees, based upon a most recent study which established the DoD requirement, and the obligation of the Selective Service System

to satisfy this requirement. This contrasts to the budget for fiscal year 1976 (\$37.5 million), which would have allowed, by year end, approximately 1,400 compensated employees operating from approximately 150 local board offices, 56 State Headquarters, two Service Centers, and a National Headquarters.

When the budget recommendations for fiscal year 1977 were made public in January 1976, the System had approximately 2,000 compensated employees. The austere funding for fiscal year 1977 will require the most sweeping reorganization of the System since its establishment in 1948.

In testimony before the House Subcommittee on Investigations of the House Armed Services Committee on January 21, 1976, I stated that the first element of the reorganization would be a reduction in workforce terminating the employment of 1,400 compensated employees on February 28. The second phase will be on May 8 when an additional 200 employees will be terminated. Reductions in workforce will continue so that by October 1, 1976 the Selective Service System will enter fiscal year 1977 with a total of approximately 100 people employed.

Any reduction in workforce which terminates this many long-term faithful civil servants carries with it high termination costs. Since there will be no additional funds in fiscal year 1977 to offset these termination costs, they must be absorbed from within our



current fiscal year appropriation. For this reason the reduction in workforce began in February and will, for all practical purposes, be completed by October 1.

Concurrent with the reduction in workforce, all local board offices were closed at the end of February. As well, all registrant processing and services were terminated on January 27, 1976. All existing Selective Service registrant file folders and other registrant records have been transferred to the Federal Records Centers of the National Archives.

Through the mass news media, the announcement has been made that registration would remain suspended and that there would be no annual lottery drawing until such time as the President determines registration to again be necessary. Wide publicity has been given to the fact that local board offices would be closed by the end of February and that all registrant processing and services would cease. The public was informed that registrants were not required to have a Status Card in their possession, that replacement Status Cards would no longer

(Continued next page)

The Selective Service System in the Forseeable Future

FROM THE DIRECTOR

Continued

be issued, and that no new information could be added to Selective Service files. This inability to add to the records included address changes; therefore, registrants were advised that they were no longer required to report changes of address or status to Selective Service.

For the foreseeable future, we have a mandate to maintain detailed plans, updated and with refinements to enable the immediate reestablishment of all levels of the System, including fully operational local boards, State Headquarters, and a National Headquarters. The System will be required to begin to provide the military manpower needs of the nation within 135 days after being requested to do so in the event of a national emergency.

Notwithstanding the austere budget outlook for fiscal year 1977, we shall be able to maintain a staff capable of planning for a quick expansion of the System. We shall capitalize on the Selective Service Mobilization Reserve Force as the integral part of the reestablishment of the agency. Two-thirds of the approximately 100 compensated employees of the System will be headquartered in Washington, D.C. Field offices will consist of five Mobilization Training Headquarters established to oversee and supervise the training of the Reserve and National Guard officers who comprise the Selective Service Mobilization Reserve Force.

After careful study of the projected needs of the Department of Defense and the capability of the System to expand on short notice, it has been determined that the fiscal year 1977 budget allocation for Selective Service is adequate peacetime funding to sustain the capability required.

To Our Reserve and National Guard Officers

The program which has continued to maintain Reserve and National Guard officers earmarked to the Selective Service System has always been a most valuable adjunct to the active operation of the System. As we enter into a deep standby posture, the role of the earmarked Reserves becomes increasingly vital. The nucleus necessary to reestablish the System in an emergency, should that be required, will be the earmarked Reserves.

Since 1971, when the Saxbe Amendment became section 10(h) of the Military Selective Service Act, the requirement to possess a reserve officer capability to respond to a national emergency has existed. The law requires: "... personnel adequate to reinstate immediately the full operation of the System, including military reservists who are trained to operate such System and who can be ordered to active duty for such purpose in the event of a national emergency." (Emphasis added.)

During our new mission configuration, the National Guard Sections and Reserve Units will constitute the formal organization of the Selective Service System at the state and local level. At the provisional State Headquarters, the National Guard Sections and the Reserve Units will perform those vital support and liaison functions necessary to guarantee rapid recovery to the 1974 level of operations. I recognize that between now and the time the states are placed in a deep standby posture the Reservists have a continuing major function to perform. It remains essential that each Section and Unit render assistance to the State Director in support of the ongoing Reconciliation Service Program. Until the

program is phased out, the Guard and Reserve activity must focus on the completion of this task as well as adapt to the new mission.

The role of each National Guard and Reserve officer becomes increasingly important in the reduced operational configuration. The part you must play in future planning of the System cannot be overemphasized.

To Our Compensated Employees

On several occasions in the columns which have appeared here, I have expressed my appreciation for the dedicated service rendered by the compensated employees of the Selective Service System.

I am aware that our local board employees for many years were undergraded as compared to other Federal employees. I know too of the handicap under which many operated as a result of the nature of our activity. Through the many years of the Vietnamese conflict, many of you faced almost daily hostility. It is always with a sense of pride that I relate the stories of selfless dedication demonstrated by our employees through those trying years. In the lives of most young men, their contact with Selective Service local board employees was their first contact with the Federal government. In many cases their initial impression will remain throughout their lives. With rare exception that impression reflects a businesslike but thoroughly human and interested attitude.

After the expiration of the President's general induction authority on June 30, 1973, the System's size has been reduced each fiscal year, necessitating successive reorganizations and reductions in workforce and cost. Now, early in 1976, almost three years later, we are undergoing

the most dramatic alteration of our organizational structure since 1948 due both to the austere budget recommendations for fiscal year 1977 and the Department of Defense changed requirements for manpower in time of emergency. By the time this column reaches you, the first of a series of current reductions in workforce will have affected approximately 70% of our compensated personnel. Or a nucleus from which to build an emergency will remain by October 1, 1976.

The prospect of losing virtually all of our faithful long-term employees is not pleasing. We have contacted many other government agencies as possible in attempting to assist all who desire to remain employed in Federal service. Many of you, of course, have begun your well-deserved retirement.

In my opinion, the local board employees of the Selective Service System—those people who have had the daily contact with registrants at the general public—are among the most dedicated and competent employees in the Federal service. They have the highest respect and regard.

You have served your country well. All of you deserve recognition for service above and beyond the call of duty in many, many instances. Books could be written about individual incidents of our employees doing more than their jobs ever required. I shall not attempt to mention the incidents for the simple reason that it would be impossible to list them all.

To those of you who are retiring, I wish you many healthy and happy retirement years. To those of you who are changing careers, I extend my best wishes for continued success and hope your new career will be as challenging and satisfying as your work with the Selective Service.

(Continued on Page 4)

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The Reconciliation Service program, now well into the second year of operation as an essential element of President Ford's Clemency Program, provides positive evidence of the dedication of Selective Service personnel in discharging the responsibilities of a difficult program in difficult times. During the many months of high unemployment all echelons of the system have been out in the communities, villages, towns and cities canvassing every available source for approvable openings to be able to offer each enrollee the opportunity to fulfill his obligation. The System has been very successful in placing most of the sincere enrollees from the Department of Defense and the Department of Justice on approved alternate service jobs. Progress in placing recent Clemency Board enrollees is most encouraging. The success of these extensive job-search efforts is reflected by the more than 5,000 placements of approved jobs to date. In addition, approximately 1,000 job interviews with potential employers have been scheduled for enrollees since the program started.

The number of enrollees to have completed their obligated period of alternate service has grown steadily to a total of 373 on February 23, 1976. The exceptional performance of alternate service by many of these enrollees has made them valued employees of the organizations and a considerable number have accepted permanent employment with the same employer. Over 2400 enrollees were working on February 23, 1976. Many of these will complete their obligation in the next few months.

As of February 23, 1976, 128 individuals had enrolled in the Reconciliation Service program after being processed by one of the various referring authorities as follows:

4,517 - Department of Defense

9 - Department of Transportation

724 - Department of Justice

2,878 - Presidential Clemency Board or Office of the Pardon Attorney

As reported in the November 1975 Selective Service News, Mr. Lawrence M. Traylor, Pardon Attorney of the Department of Justice assumed the responsibility for the residual activity of the Presidential Clemency Board on September 16, 1975. He recently informed Mr. John W. Barber, Reconciliation Service Division Manager, that the Office of the Pardon Attorney will complete processing the remaining cases left by the Presidential Clemency Board no later than March 31, 1976. Mr. Traylor estimated there will be an additional 1300 - 1400 applicants who will be granted a Presidential Pardon and/or a Clemency Discharge conditioned upon successful completion of a period of alternate service. It is estimated that the number of new enrollments from this group should be between 650 and 700.

The enrollees processed by the Presidential Clemency Board or the Office of the Pardon Attorney usually have only a few months of alternate service to perform to satisfy their obligations. Over 75% of these enrollees have 6 months or less to perform. The establishment of the special equivalent-time policy which permits an enrollee with an obligation of 6 months or less to work approximately 20 hours per week on alternate service while continuing his regular non-approvable job has been accepted by many of these enrollees. This will permit many more to fulfill their obligations while retaining their regular jobs.

With the concentrated effort which is made in placing enrollees, Mr. Pepitone is optimistic that every enrollee who

is sincerely interested in performing alternate service will be on an approvable job by July 1, 1976. Sometime in 1977 the last active enrollee in the Reconciliation Service Program should complete his obligation and be entitled to receive his Certificate of Completion. In assessing the total program, Mr. Pepitone said, "The Selective Service System accepted the responsibility assigned by the President and has done a most commendable job in administering the Reconciliation Service Program. I doubt that any other agency or organization could have done as well in operating this difficult program". The Director concluded his comment by saying, "I want to extend my appreciation and thanks to all System personnel who worked so diligently to make this program a success."

This issue of SELECTIVE SERVICE NEWS marks the end of a regular newsletter published by National Headquarters.

Through many years, the old SELECTIVE SERVICE published in black ink on white paper, and since April, May 1970 SELECTIVE SERVICE NEWS published in blue ink on blue paper has been distributed throughout the System.

To the many contributors of material to the newsletter, the Director is grateful. Only with your help has it been possible to assemble the worthwhile and interesting material that has constituted an unofficial means of communication between the Director and the compensated and uncompensated members of the System.

State Directors Meeting in New Orleans



Selective Service Director Byron V. Pepitone poses with the State Directors at the New Orleans Conference January 22-23, 1976.



Mr. and Mrs. Pepitone at the banquet.

The Selective Service System in the Forseeable Future

(concluded)

System has been. It goes without saying that the nation has been and will continue to be much better because of the contributions that have been made by the compensated employees of the Selective Service System.

To Our Uncompensated Members

During your tenure with the Selective Service System you have seen changes in the Selective Service law and regulations, and in the policy, procedures and organization of the System. Regardless of these changes, the uncompensated volunteer members have continued to remain a critical ingredient of a complex System.

Anyone who really knows of the successes and the problems over the years in the Selective Service operations appreciates the fact that during the active years the volunteer members played their role exceedingly well. This includes all volunteers—the registrars, advisors to registrants, and appeal board members, as well as the local board members.

You, the volunteer and uncompensated men and women of the Selective Service System, have always been placed high on the list of persons who have an interest in the well-being of a community. You are civic-minded volunteer citizen-members of a System which has served its nation well. By your performance during a most difficult period of history, you have earned and held the respect of seven Presidents, the Congress, and your fellow citizens. The judgment and knowledge of the uncompensated members has been demanded repeatedly at crucial times. Your unsurpassed dedication and perseverance have enabled you to successfully weather many crises and always with honor, despite the tensions that those times seemed to furnish in abundance. The volunteer draft organization continues to receive a high grade from public opinion polls.

The mission of the Selective Service System as it moves into a standby operation becomes one of planning only—planning for an expansion at the time of a future crisis when it will be necessary to

use the Reserve forces to immediately activate a system. The utilization of local and appeal board members during the System's "standby posture" has been thoroughly studied and it has been concluded that they would await a call should an emergency arise.

The only role for uncompensated persons in standby is an inactive one. The System asks only that they be willing to again volunteer to serve the nation should the need arise. While serving as National Director, I can recall many visits with members of the System and will always remember with humility and gratitude the sacrifices made and the accomplishments of the Selective Service family. It has always been gratifying to hear of the good job being done, and it was even more gratifying to be on-site and see the accomplishment of this difficult job.

In the near future the formal and official association we have enjoyed will end and all appointments will be terminated. By the time you read this column the presence of the agency—the local board office—will have disappeared

from the community. For the first time since 1948 there will not be a "local draft board office." On February 27, 1976, all local offices were closed. At the end of September most of the State Headquarters will also close their doors.

This newsletter will end a regular communication with the several thousand uncompensated members of the Selective Service System. As we approach the end of an era in our national history, I wish to express my gratitude thanks for your patriotic service to the nation as uncompensated members of the System. Your participation has not only been a meaningful contribution to your community, but also has contributed more to our national security than any person could measure.

On behalf of the President and the nation, may I simply say: "Thank you!"

Byron V. Pepito



Selective

Service NEWS

MARCH 1976

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